



ROYAL  
OPERA  
HOUSE

ROYAL OPERA HOUSE  
**Safeguarding Policy**

## **Safeguarding Policy**

The Royal Opera House is committed to:

- The safety and protection of children in our care and preventing anything that contradicts the dignity and rights of a child. We will ensure that children are respected, taken seriously and listened to.
- A duty of care to children with whom we work. Their parents/carers/guardians need to feel confident that, as an organization, we have the safety of their children as our primary concern.
- Ensuring that Royal Opera House staff are kept informed and supported about safeguarding and safe practice.
- Developing an environment of safety and security, operating to the City of Westminster's guidelines for the care of children in stage performances.

The Royal Opera House's work is guided by the following principles:

- The welfare of children and young people is paramount.
- All children and young people whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff (paid/unpaid) should be clear on how to respond appropriately.

It is the Royal Opera House's policy that professional, licensed chaperones or teachers acting as chaperones accompany any child performing at the Royal Opera House.

The Royal Opera House does not tolerate any form of child abuse. Such behaviour will result in child protection procedures being implemented.

Should the Royal Opera House become aware of past or current convictions or upheld disciplinary proceedings that suggest that anyone may be a risk to children, these will be considered in accordance with relevant legislation and alongside the requirements of the Safeguarding Policy.

The Safeguarding Policy is available to all members of staff and is also available to parents of children working in performances for the Royal Opera House, or on work experience.

## **Policy Aims**

The Royal Opera House aims to implement the principles of the Government's 'Working together to Safeguard Children' guidance, which underpins child protection and safeguarding in the United Kingdom, and also includes guidelines from the NSPCC and other sources such as SafeCIC, NNCEE (National Network for Children in Employment) and Social Care Institute for Excellence (SCIE).

The Royal Opera House Safeguarding Policy applies to all staff. Its purpose is to:

- Demonstrate its commitment to the welfare of children and staff.
- Outline the legal requirements, organizational procedures and best practice for safeguarding.

This policy should be read alongside other policies, in particular our Health and Safety, Recruitment, Whistleblowing and Data Protection policies.

### **Adults at risk (formerly known as Vulnerable Adults)**

This Policy will also relate to Safeguarding Adults at Risk, as similar principles of care and protection apply to this group.

### **Roles and Responsibilities**

Although the Royal Opera House is not a statutory body, it has a duty of care for any child or adult at risk with whom it interacts, regardless of the nature of the interaction, as well as a responsibility to act in the person's best interests if it becomes aware of a risk of harm. This is the case even if the risk lies away from the Royal Opera House.

Everybody working for the Royal Opera House, whether as a permanent, casual or freelance member of staff, or as a volunteer, and regardless of seniority or role, has a responsibility to safeguard children and adults at risk. They must be vigilant to the signs that may indicate harm or a risk of harm, and must report any disclosures or concerns, as soon as possible, to a 'Safeguarding Lead', Social Care or, in cases of emergency, the police.

In the case of contractors, visiting companies and consultants, it is incumbent upon the relevant Head of Department that all appropriate persons are made aware of this policy and comply with it.

Any person who works with or deals with children or adults at risk in The Royal Opera House in any capacity must read this policy alongside the following relevant guidance and procedures:

- Safeguarding at the Royal Opera House
- Summary of types of abuse and indicators
- Performance licenses at the Royal Opera House
- Chaperones at the Royal Opera House
- Safer recruitment at the Royal Opera House
- Children attending the Royal Opera House as visitors
- Safeguarding at events and activities at the Royal Opera House
- Photographing children at the Royal Opera House

Any safeguarding matter should be referred to the Safeguarding Manager, Lewis Chapman (Tel: 0207 212 9572, E-mail: [lewis.chapman@roh.org.uk](mailto:lewis.chapman@roh.org.uk)) or, in his absence, to the Director of Human Resources, Jane Crowther (Tel: 0207 212 9429, E-mail: [jane.crowther@roh.org.uk](mailto:jane.crowther@roh.org.uk)).

<b>DOCUMENT HISTORY AND REVIEW</b>			
<b>Audience and Context</b>			
Document Owner	Director of Human Resources		
Applies to	All staff		
Related policies and procedures	Safeguarding at the Royal Opera House Summary of types of abuse and indicators Performance licenses at the Royal Opera House Guidance for chaperones at the Royal Opera House Safer recruitment at the Royal Opera House Children attending the Royal Opera House as visitors Safeguarding at events and activities at the Royal Opera House		
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