

1. Introduction

- 1.1 This policy sets out the overarching principles that underpin the child protection and safeguarding procedures and systems of the Cheltenham Festival of Performing Arts (CFPA).
- 1.2 CFPA believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them.

2. Purpose of the Child Protection Policy

- 2.1 To protect children and young people who take part in CFPA's Festivals.
- 2.2 To provide trustees and volunteers with the overarching principles that guide our approach to child protection.

3. Scope of this Child Protection Policy

- 3.1 This policy has been drawn up on the basis of law and guidance which seeks to protect children and young people, namely:
 - Children Acts 1989 and 2004
 - United Nations Convention on the Rights of the Child 1991
 - General Data Protection Regulations 2018
 - Human Rights Act 1998
 - Sexual Offences Act 2003
 - Safeguarding Vulnerable Groups Act 2006
 - Protection of Freedoms Act 2012
 - Children and Families Act 2014
 - Special educational needs and disability (SEND) Code of Practice: 0–25 years: Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2014
 - Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015

4. CFPA's Child Protection Policy

- 4.1 CFPA recognises that:
 - the welfare of the child/young person is paramount
 - all children and young people, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
 - some children and young people are additionally vulnerable because of their level of dependency or their communication needs
 - working in partnership with children, young people, their parents, teachers and carers is essential in promoting children's and young people's welfare.

4.2 CFPA will seek to keep children and young people safe by:

- valuing them, listening to and respecting them
- appointing a trustee of CFPA as the Designated Safeguarding Officer (DSO) for children and young people
- adopting child protection practices through procedures and a code of conduct for all staff and volunteers
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing information effectively and securely, and sharing information about safeguarding and good practice with children, their families, staff and volunteers via CFPA’s website, posters, and one-to-one discussions
- using its safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families, teachers and carers appropriately
- using its procedures to manage any allegations against staff and volunteers appropriately
- ensuring that effective complaints and whistle blowing measures are place
- ensuring a safe physical environment at its Festivals for children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance

5. Review of the Child Protection Policy

- 5.1 The trustees will review this policy annually or whenever there are significant changes in legislation or changes to CFPA’s organisation.