

The Shine Seminars

Safeguarding Approach

Version Control

	Version 0.1	Version 0.2	Version 0.3
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Safeguarding Approach

Policy statement

The Shine Celebrations team acknowledges that we have a duty of care towards all people involved in our events and related activities.

The policy outlined in this document aims to promote a safe and respectful environment for staff, volunteers, musicians and guests alike at all of our events, regardless of gender, race, disability, sexual orientation, spiritual persuasion or any personal attribute. Behaviour which makes people feel threatened or unsafe is not acceptable and will be addressed accordingly.

What is safeguarding?

Safeguarding means protecting a person's health, wellbeing and human rights; enabling children, young people and adults to attend the events and associated activities free from harm, abuse and neglect.

Aim

We aim to provide a safe, positive and friendly environment for all children, young people and adults. We will achieve this through a collective duty of care that will include:

- Treating everyone with respect
- Carefully selecting and training staff and volunteers
- Responding to concerns and allegations appropriately
- Undertaking risk assessments where necessary
- We advocate strongly for self responsibility in any given situation and are on hand to support

Appropriate conduct

We acknowledge that we all come from different walks of life, and have had different experiences, we believe that this adds to the melting pot of life and is a cause for celebration... As such discrimination, harassment or victimisation are not acceptable and will be challenged.

Expressing concerns

If any participant during The Shine Celebration encounters inappropriate conduct and feels unable to deal with it, they should report it to Jayni Tremaine or Amanda Revell who are responsible for safeguarding (contact details below), who will investigate. (Name of person dealing with it)(the safeguarding manager) will take proportionate steps to address the issues involved which may include excluding individuals from the site or informing relevant authorities as appropriate. Should the safeguarding manager not be available, the designated deputy will take responsibility.