**First Note Music Trust FNMT July 2023**

**Safeguarding Policy**

**1. Introduction**

**I**. First Note Music Trust FNMT (the ‘Charitable Company’) is a Charitable Company run for the following purpose:

**Supporting music-making, writing and performance for the public good, especially with young people.**

**II.** The Company is based at:

27 Moons Moat East

Business Centre

Oxleasow Road

Redditch

B98 0RE

Company No: 14142957

**III.** First Note Music Trust FNMT has adopted this Safeguarding Children policy and every FNMT Staff/Trustee/Adult/Volunteer must support and adhere to it.

**2. Purpose of FNMT Safeguarding Policy**

1. FNMT Safeguarding Policy exists to protect all children, young people and adults who FNMT comes into contact with at any time.

Including following:

1. FNMT Face to face contact - eg. FNMT School Oratorio Workshops, Carmina Comica & all FNMT Projects.
2. FNMT Online contact with the public eg. FNMT email, FNMT webchat, FNMT website and any FNMT Social Media eg. FNMT Instagram, TikTok, Twitter and Facebook.
3. All FNMT Online & Face to Face contact with the public - therefore including children and young people to be lead by Project Facilitator.
4. FNMT DBS Checked Staff only can have FNMT Online contact with the public as this includes children.

**3. Risks to Children**

Situations where children need protection including but not limited to:

Neglect

Mental Health – Student/ Parent

Domestic Abuse/Violence

Substance Misuse

Online Grooming

Emotional, Physical or Sexual Abuse

Bullying and Cyber bullying,

Child Exploitation

**4. Universality of Protection**

FNMT recognises that:

The Safety & Welfare of the child/young person is paramount;

– all children regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm;  
– some children are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs or level of dependency; and  
– working with children, young people, Schools Staff, Schools DSL, parents/ carers, professionals eg. Front Door to ensure Safety and protect Student Wellbeing.

**5. Safeguarding Children at Events/Activities**

**I.** FNMT specialise in two kinds of events/activities:

1. FNMT Schools Workshops & Projects.

* Host School Staff always to provide Staff:

School Staff adhere to School Staff:Student Ratio.

1. FNMT Concerts & Performances

- FNMT Shows open to adults and children of all ages; children accompanied by parent/carer/School Staff.

**II.** Both FNMT events and activities are to be defined broadly to include any occasions where FNMT will be providing a service.

**Safeguarding Children Online**

**I**. All FNMT Staff who are administrators of any website or social media channel controlled by the FNMT Trust and therefore have contact with the public, including children and young people, must be DBS checked

**6. Disclosure and Barring**

**I.**  All FNMT Staff who are administrators of any website or social media channel and therefore have contact with the public, including children and young people, must be DBS checked.

**II.** FNMT Staff to be DBS Checked - Safeguarding Vulnerable Groups Act 2006.

III. FNMT Staff/Members/Volunteers who do not have DBS Checks to be accompanied by DBS Checked Staff/ Host School DBS Staff at all times during all FNMT events and activities.

**7. Disclosures**

**I.** FNMT adheres to Keeping Children Safe in Education Policy 2023.

**II**. FNMT Staff, Volunteers and Trustees all have a duty to notify FNMT Chair of Trustees of all Safeguarding concerns.

**III.** Concerns/ Disclosures when FNMT Staff attend Schools will be submitted to Host School Designated Safeguarding Lead DSL by FNMT Chair of Trustees.

**IV.**  Allegations will be investigated. FNMT Chair of Trustees will lead investigation unless allegation is about her, in which case the Chair of Trustees will lead the investigation.

**7. Health and Safety Aspects of Safeguarding Children**

FNMT will adhere to Host School Health & Safety Policy along with all Host School Policies.

**8. Photographs and Videos of Children/Young People**

Parental Consent must be obtained by Host School before any photos or videos of Children/ Young People can be used by FNMT.

**9. Managing Behaviour**

1. FNMT Staff adhere to Host School Behaviour Policy.
2. Host School provides Staff:Student Ratio.
3. FNMT Staff adhere to Host School Restraint Policy.

**10. Other Policies**

FNMT Safeguarding Policy should be read together with the following FNMT Policies and resources:

Code of Conduct  
Health & Safety  
Complaints and Allegations

**12. Legal Framework**

FNMT Safeguarding Policy has been drawn up in accordance with following:

* Keeping Children Safe in Education 2023
* Children Act 1989  
  United Nations Convention on the Rights of the Child
* Children Act 2004
* Data Protection Act 2018

First Note Music Trust FNMT review FNMT Safeguarding Policy annually.

**Signed:** Juliet Ranger, FNMT Project Facilitator

Email - [info@firstnotemusictrust.com](mailto:info@firstnotemusictrust.com)

**Signed:** Clive MacTavish, FNMT Chair of Trustees

Childline – 0800 1111

Designated Safeguarding Lead DSL – Local School.

Multi Agency Safeguarding Hub, Front Door – See Locality.

PCSO – 101 - Report Incident.

Police – 999 if a Child is in imminent Danger.

**Date:** 1st June 2023