

**CYC In Harmony**

**Safeguarding Policy**

**1. Introduction**

We, CYC In Harmony, are committed to creating a safe and supportive environment for all our choir members and members of the public (during performances). This safeguarding policy outlines our commitment to protecting the welfare of our members and ensuring that all activities are conducted in a safe, respectful, and inclusive manner.

**2. Scope**

This policy applies to all choir members, committee members, volunteers, and anyone involved in choir activities.

**3. Principles**

* **Respect and Dignity**: All members are to be treated with respect and dignity.
* **Safety**: The physical and emotional safety of members is paramount.
* **Inclusivity**: We are committed to inclusivity and oppose all forms of discrimination.

**4. Roles and Responsibilities**

* **Committee Members**: Ensure the policy is implemented and adhered to. The designated safeguarding officer will oversee the safeguarding practices.
* **Members**: Understand and follow the safeguarding policy. Report any concerns to the designated safeguarding officer.

**5. Code of Conduct**

* Treat all members with respect and courtesy.
* Refrain from any form of bullying, harassment, or discrimination.
* Respect personal boundaries and privacy.
* Report any concerns or incidents to the safeguarding officer.

**6. Reporting and Responding to Concerns**

* **Reporting**: Any member with concerns about the safety or well-being of a member should report it to the designated safeguarding officer.
* **Responding**: The safeguarding officer will investigate and take appropriate action, which may involve external authorities if necessary.

**7. Confidentiality**

All reports and investigations will be handled with confidentiality to protect the privacy of those involved. Information will only be shared on a need-to-know basis.

**8. Review**

This policy will be reviewed annually to ensure it remains effective and up to date.

**9. Contact Information**

* **Designated Safeguarding Officer 1**: Name: Leigh Whitaker

 Contact Information: 07833459331

* **Designated Safeguarding Officer 2**: Name: Deborah Baddeley

 Contact Information: 07753288040