

**CYC In Harmony**

**Vulnerable Members Policy**

**1. Introduction**

We, CYC In Harmony, are committed to creating a safe, supportive, and inclusive environment for all our members, particularly those who may be vulnerable due to age, disability, mental health, or other circumstances. This policy outlines our commitment to protecting and supporting vulnerable members.

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

**4. Identification of Vulnerable Members**

* Members may be considered vulnerable if they have specific needs due to age, disability, mental health, illness, or other circumstances.
* The choir will ensure that all members feel comfortable disclosing any vulnerabilities and will respect their privacy and confidentiality.

**5. Roles and Responsibilities**

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

**6. Support Measures**

* **Accessibility**: Ensure that rehearsal and performance venues are accessible to all members, including those with disabilities.
* **Communication**: Provide clear and accessible communication tailored to the needs of vulnerable members.
* **Buddy System**: Implement a buddy system where experienced members can provide support and assistance to vulnerable members.
* **Reasonable Adjustments**: Make reasonable adjustments to accommodate the specific needs of vulnerable members, such as additional support during performances.

**7. Reporting and Responding to Concerns**

* **Reporting**: Any member with concerns about the safety or well-being of a vulnerable 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.

**8. 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.

**9. Review**

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

**10. Contact Information**

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

 Contact Information: 07833459331

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

 Contact Information: 07753288040