

Haddstock CIC Safeguarding Policy

Purpose

The purpose of this policy is to protect people, particularly children and at-risk adults, from harm that may be caused due to their coming into contact with Haddstock C.I.C (“Haddstock”). This includes harm arising from:

- The conduct of the Haddstock Team in the course of their activities with Haddstock.
- The design and implementation of Haddstock’s programmes.

Policy

The policy lays out the commitments made by Haddstock, and informs members of the Haddstock Team of their responsibilities in relation to safeguarding. This policy does not include safeguarding concerns in the wider community, particularly independent venues running events that are not organised by Haddstock.

What is safeguarding?

In the UK, safeguarding means protecting people’s health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. In the community arts sector, we understand it to mean protecting people, particularly children and at-risk adults, from harm that arises from coming into contact with the Haddstock Team, or our programmes. This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes. Safeguarding requires proactively identifying, preventing and guarding against risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty. Safeguarding puts affected persons at the centre of all we do.

Scope

The Haddstock Team in the course of their work with Haddstock.

Policy statement

Haddstock believes that everyone we come into contact with in the course of their work with Haddstock has the right to be protected from all forms of harm, abuse, neglect and exploitation. Haddstock will not tolerate abuse, bullying and exploitation by anyone on the Haddstock Team. In particular we are committed to the following:

- Haddstock adopts an active participation model, involving participants in all stages of communication during early engagement, planning, action, and evaluation. This includes providing safe spaces to hear the thoughts, feelings and ideas of children and young people so they can be active contributors to the project.

- In this way, Haddstock is strongly committed to promoting the rights of children and young people by involving them as active decision makers and respecting their views (article 12, UNCRC).
- In addition, Haddstock provides a unique opportunity for ALL to be involved in an exciting community project either as performer, supporter, volunteer, or as an audience participant, that brings people together providing children and young people with access to play, culture and the arts as per their child's rights (article 31, UNCRC).
- At Haddstock, our approaches are committed to the principles of GIRFEC (Getting It Right For Every Child) - that our children and young people are supported to be responsible citizens; effective contributors; confident individuals; and successful learners. Specifically, through involvement in Haddstock activities and the wider project we aim to improve children and young people's wellbeing by supporting them to achieve the following SHANARRI outcomes:
 - Improved mental health and well-being (HEALTHY)
 - Positively engaged in learning (ACHIEVING)
 - Well developed sense of self-esteem and self-respect (NURTURED)
 - Well developed sense of identity and belonging (NURTURED)
 - Interests and talents developed through opportunities and encouragement (ACTIVE)
 - Sense of achievement obtained from engagement in activities (ACTIVE)
 - Actively and appropriately involved within the school/community (ACTIVE)
 - Listened to and views taken seriously (RESPECTED)
 - Works with others to resolve problems/conflict (RESPECTED)
 - Regular praise and encouragement received (RESPECTED)
 - Treated with dignity and respect (RESPECTED)
 - Improved communication skills (RESPONSIBLE)
 - Improved social skills (RESPONSIBLE)
 - Accepted and valued by parents/friends and peers/school/community (INCLUDED)
 - Included in a positive peer group (INCLUDED)
 - Meaningful and supportive friendships established (INCLUDED)

This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation, bullying and abuse. Haddstock commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

1. Prevention

Haddstock responsibilities

Haddstock will:

- Ensure all members of the Haddstock Team have access to a copy of and are familiar with their responsibilities within this policy. This policy will also be visible at our Information Point at the event.

- Design and undertake all its programmes in a way that protects people from any risk of harm that may arise from their coming into contact with Haddstock. This includes the way in which information about individuals in our programmes is gathered and communicated.
- Implement stringent safeguarding procedures when recruiting, managing and deploying members of the Haddstock Team i.e. presence of youth workers and teachers at events for young people.
- Ensure all members of the Haddstock Team receive training on safeguarding at a level commensurate with their role in the organisation.
- Follow up on reports of safeguarding concerns promptly and according to due process

Responsibilities in connection with Haddstock

Child safeguarding

Persons covered by this policy must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, bullying or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

Persons covered by this policy must not:

- Sexually abuse or exploit at-risk adults
- Subject an at-risk adult to physical, emotional or psychological abuse, or neglect

Protection from sexual exploitation and abuse

Persons covered by this policy must not:

- Exchange money, employment, goods or services for sexual activity

General

Additionally, persons covered by this policy are obliged to:

- Contribute to creating and maintaining an environment that minimises the risk of safeguarding violations and promotes the implementation of this policy
- Report any concerns or suspicions regarding safeguarding violations by persons covered by this policy to Haddstock.

2. Reporting

Haddstock will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available. Haddstock will also accept reports from external sources.

How to report a safeguarding concern

Anyone who has a complaint or concern relating to safeguarding should report it immediately to the Event Manager on duty or one of the 3 Haddstock board members - Beki, Helen or Fiona. If the person in question does not feel comfortable reporting to the Event Manager or board member available (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate member of the Haddstock Team. For example, this could be a senior volunteer.

3. Response

Haddstock will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. Haddstock will apply appropriate disciplinary measures to anyone on the Haddstock Team found in breach of policy.

Haddstock will endeavour to signpost to sources of support for survivors of harm caused by the actions of any member of the Haddstock Team, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with

safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

Glossary of Terms

The Haddstock Team - board members and volunteers, artists, sound engineers, videographers and photographers engaged directly by Haddstock.

Child - A person below the age of 18.

Harm - psychological, physical and any other infringement of an individual's rights.

Psychological harm - emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

Sexual abuse - actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation - any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor - a person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At-risk adults - sometimes also referred to as vulnerable adults. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

Document version control

Version number 2

Rebecca Dover

Director

13/04/2026