

GARY CLARKE COMPANY

— Safeguarding Policy, Adults at Risk of Harm

1. Introduction

Gary Clarke Company (GCC) is renowned for high impact, high quality, and high legacy work which tours extensively to middle scale venues across the UK, nurturing new partners and touring networks at home and abroad.

Alongside our touring productions, GCC is committed to delivering an ambitious programme of professional, educational and community place-based projects where each unique project is thoughtfully co-created with local partners, artists and local people ensuring that the work reflects the identity, heritage and voices of the communities involved.

GCC has an outstanding reputation for delivering workshops and outreach activities for schools, colleges, universities and youth and community groups nationwide.

We place people at the heart of all of our processes, empowering participants of all ages and backgrounds to contribute creatively, share their stories and develop new skills in a supportive, professional environment.

Led by our values, GCC works with professional artists, working class and marginalised people, forging enduring relationships to ensure authenticity in the telling of our and their stories. Our creative practice's redefines the ways in which people can be part of creative processes in the making and performance of excellent art.

GCC is a national company but with a strong focus on South Yorkshire.

2. Aims

The aims of our Safeguarding Policy, Adults at Risk of Harm are to:

- *Ensure the safety and wellbeing of all adults at risk of harm who directly engage in GCC activities.*
- *Enable those adults at risk of harm to engage in our work in a safe and welcoming environment.*
- *Implement best practice in the safeguarding of adults at risk of harm in the planning and delivery of our activities.*
- *Ensure adults at risk of harm are respected, taken seriously, and listened to.*
- *Ensure the safety and wellbeing of GCC staff, board members, volunteers, freelancers, artists, performers and participants, whilst working with adults at risk of harm.*

3. Policy

GCC is committed to practice that protects adults at risk of harm. As a company we firmly believe that:

- *All adults at risk of harm whatever their age, culture, disability, gender identity or expression, sexuality, language, or religious beliefs have the right to protection from abuse and a life free from exploitation.*
- *Abuse in whatever form is unacceptable and should be brought to the attention of the proper authorities.*

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- *Everyone working with adults at risk of harm has a responsibility for their safety and wellbeing. Adults at risk of harm should feel safe and able to speak out if this is not the case.*
- *Everyone working with adults at risk of harm will play a part in the prevention of abuse and neglect and must be aware of and alert to signs of abuse, exploitation, or neglect.*
- *Health, wellbeing, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.*

4. Scope

The Policy applies to everyone who works for and on behalf of GCC including staff, board members, volunteers, freelancers, artists, performers and participants. The DSL is responsible for developing and reviewing the Policy and related Procedures. Reviews will take place on an annual basis or as the need arises.

Actions taken by GCC will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.

Where GCC is contracted to deliver activity for a single external organisation

GCC will work within that organisation's Safeguarding Policy, on the understanding that the external organisation will work within their own Policy and Procedures to take appropriate action should any safeguarding concerns or disclosures arise.

Where GCC is leading activity in collaboration or partnership with multiple organisations

GCC will work within its own Safeguarding Policy and Procedures to take appropriate action should any safeguarding concerns or disclosures arise.

This Policy is governed by the laws of England and Wales (see legal framework).

5. Definitions

Within this policy the term 'adults at risk of harm' refers to someone aged 18 and over who:

- a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;*
- b) is experiencing, or at risk of, abuse or neglect, AND;*
- c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect*

Designated Safeguarding Lead – DSL is the person who has operational responsibility for upholding the Safeguarding Policy. They report to the member of the board who is the Safeguarding Champion.

Gary Clarke Company's DSL is the Engagement Manager — Laura Barber

The Deputy DSL is the Artistic Director — Gary Clarke

The Board Safeguarding Champion is the Chair of the Board — Pam Johnson

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6. Principles

GCC will endeavour to safeguard the welfare of adults at risk of harm through the following principles:

- **Awareness:** *We ensure that everyone working with children behaves in an appropriate manner, is aware of the types and key signs of abuse and the risks facing children via this Policy, GCC Safeguarding Procedures and relevant training.*
- **Prevention:** *We ensure through the awareness and good practice of everyone working with children that the risks faced by them are minimised.*
- **Reporting:** *We ensure that everyone working with children is clear what steps to take if concerns arise regarding the safety of children.*
- **Responding:** *We ensure that action is taken to support and protect children where concerns arise regarding possible abuse.*

The wellbeing of any adult at risk of harm will be put first and they will be actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to (see section 10).

Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.

Confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures. Details of who we have disclosed to, and how long the information will be securely kept on file are included in our Register of Systems (Data Protection).

7. Legal Framework

This policy has been drawn up based on law and guidance in England and Wales that seeks to protect adults at risk of harm, namely:

- *The Human Rights Act 1998*
- *The Data Protection Act 2018*
- *General Data Protection Regulations 2018*

The practices and procedures within this policy are based on the relevant legislation and government guidance, namely:

- *England - The Care Act 2014*
- *Care and Support Statutory Guidance (especially chapter 14) 2014*
- *Wales - Social Services and Well Being Act 2014*
- *Wales Safeguarding Procedures 2019*
- *England and Wales - Mental Capacity Act 2005*

The laws of other nations within the UK cover activity we undertake in Scotland and Northern Ireland through the contracts we enter into with external organisations.

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8. Contact

For questions or further information relating to the Policy, please contact the Designated Safeguarding Lead:

Laura Barber, GCC Engagement Manager
laura@garyclarkecompany.com

GARY CLARKE COMPANY

— Safeguarding Policy and Procedures, Children

1. Introduction

Gary Clarke Company (GCC) is renowned for high impact, high quality, and high legacy work which tours extensively to middle scale venues across the UK, nurturing new partners and touring networks at home and abroad.

Alongside our touring productions, GCC is committed to delivering an ambitious programme of professional, educational and community place-based projects where each unique project is thoughtfully co-created with local partners, artists and local people ensuring that the work reflects the identity, heritage and voices of the communities involved.

GCC has an outstanding reputation for delivering workshops and outreach activities for schools, colleges, universities and youth and community groups nationwide.

We place people at the heart of all of our processes, empowering participants of all ages and backgrounds to contribute creatively, share their stories and develop new skills in a supportive, professional environment.

Led by our values, GCC works with professional artists, working class and marginalised people, forging enduring relationships to ensure authenticity in the telling of our and their stories. Our creative practice's redefines the ways in which people can be part of creative processes in the making and performance of excellent art.

We are a national company but with a strong focus on South Yorkshire.

2. Aims

The aims of our Safeguarding Policy for Children are to:

- *Ensure the safety and wellbeing of all children who directly engage in GCC activities.*
- *Enable those children to engage in our work in a safe and welcoming environment.*
- *Implement best practice in the safeguarding of children in the planning and delivery of our activities.*
- *Ensure children are respected, taken seriously, and listened to.*
- *Ensure the safety and wellbeing of GCC staff, board members, volunteers, freelancers, artists, performers and participants, whilst working with children.*

3. Policy

GCC is committed to practice that protects children. As a company we firmly believe that:

- *All children whatever their age, culture, disability, gender identity or expression, sexuality, language, or religious beliefs have the right to protection from abuse and a life free from exploitation.*
- *Abuse in whatever form is unacceptable and should be brought to the attention of the proper authorities.*
- *Everyone working with children has a responsibility for their safety and wellbeing. Children should feel safe and able to speak out if this is not the case.*

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- *Everyone working with children will play a part in the prevention of abuse and neglect and must be aware of and alert to signs of abuse, exploitation or neglect.*
- *Parents and carers should feel confident that their child is safe in our care and can hold us as providers to account.*

4. Scope

The Policy applies to everyone who works for and on behalf of GCC including staff, board members, volunteers, freelancers, artists, performers and participants. The DSL is responsible for developing and reviewing the Policy and related Procedures. Reviews will take place on an annual basis or as the need arises.

Actions taken by GCC will be consistent with the principles of child safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the child concerned.

Where GCC is contracted to deliver activity for a single external organisation

GCC will work within that organisation's Safeguarding Policy, on the understanding that the external organisation will work within their own Policy and Procedures to take appropriate action should any safeguarding concerns or disclosures arise.

Where GCC is leading activity in collaboration or partnership with multiple organisations

GCC will work within its own Safeguarding Policy and Procedures to take appropriate action should any safeguarding concerns or disclosures arise.

This Policy is governed by the laws of England and Wales (see legal framework).

5. Definitions

Within this policy the terms 'child', 'children' are used to refer to anyone under the age of 18.

Designated Safeguarding Lead – DSL is the person who has operational responsibility for upholding the Safeguarding Policy. They report to the member of the board who is the Safeguarding Champion.

Gary Clarke Company's DSL is the Engagement Manager — Laura Barber

The Deputy DSL is the Artistic Director — Gary Clarke

The Board Safeguarding Champion is the Chair of the Board — Pam Johnson

6. Principles

GCC will endeavour to safeguard the welfare of children through the following principles:

- **Awareness:** *We ensure that everyone working with children behaves in an appropriate manner, is aware of the types and key signs of abuse and the risks facing children via this Policy, GCC Safeguarding Procedures and relevant training.*
- **Prevention:** *We ensure through the awareness and good practice of everyone working with children that the risks faced by them are minimised.*
- **Reporting:** *We ensure that everyone working with children is clear what steps to take if concerns arise regarding the safety of children.*

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- **Responding:** *We ensure that action is taken to support and protect children where concerns arise regarding possible abuse.*

Confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures. Details of who we have disclosed to, and how long the information will be securely kept on file are included in our Register of Systems (Data Protection).

7. Legal Framework

This policy has been drawn up based on law and guidance in England and Wales that seeks to protect children, namely:

- *Department for Education (DfE) (2020) Keeping children safe in out-of-school settings: code of practice*
- *Department for Education (DfE) (2018) Working together to safeguard children: a guide to interagency working to safeguard and promote the welfare of children*
- *Data Protection Act 2018*
- *Children and Families Act 2014*
- *Special educational needs and disability (SEND) code of practice: 0 to 25 years - Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2014*
- *Protection of Freedoms Act 2012*
- *Safeguarding Vulnerable Groups Act 2006*
- *Female Genital Mutilation Act 2003*
- *Sexual Offences Act 2003*
- *Human Rights Act 1998*
- *United Convention on the Rights of the Child 1991*

The laws of other nations within the UK cover activity we undertake in Scotland and Northern Ireland through the contracts we enter into with external organisations.

8. Contact

For questions or further information relating to the Policy, please contact the Designated Safeguarding Lead:

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laura@garyclarkecompany.com