

Safeguarding Policy

Worcester Film Festival is committed to nurturing and maintaining a safe environment for everyone. Everyone has the right to feel welcomed when they work with, attend, engage online or in person, in any setting with the festival.

The purpose of this policy statement is:

1. To protect children, young people and adults who work with, volunteer, or are a customer of Worcester Film Festival from harm.
2. To provide staff, people who work with, volunteer or are a customer of Worcester Film Festival with overarching principles that guide our approach to child, young people and adult protection.

This policy applies to all staff, volunteers, customers, partner organisations, facilitators, contractors and tradespeople. Non adherence by any party will be investigated thoroughly and dealt with appropriately.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children, young people and adults in England.

We believe that:

- Children, young people and adults should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children, young people and adults, to keep them safe and practice in a way that protects them.

We recognise that:

- The welfare of children, young people and adults is paramount in all the work we do and in all the decisions we take.
- Everyone regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some people are additionally vulnerable due to the impact of previous experiences, their level of dependency, communication needs or other issues.

We will seek to keep children, young people and adults safe by:

1. Valuing, listening to and respecting them.
2. Adopting child, young person and adult protection and safeguarding best practise through our policies and procedures.
3. Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies and procedures confidently and competently.
4. Recruiting and selecting staff and volunteers safely.
5. Recording, storing and using information securely inline with GDPR.
6. Sharing information about safeguarding and good practice.
7. Using the relevant safeguarding procedures to share concerns and information with agencies who need to know involving the relevant people appropriately.
8. Using our procedures to manage any allegations against staff and volunteers appropriately.
9. Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
10. Ensuring that we have effective complaints and whistleblowing measures in place.
11. Building a safeguarding culture where staff, volunteers, children, young people and their families treat each other with respect and are comfortable about sharing concerns.

For this policy to be effective it has to be fully understood and acted upon by all members of staff, volunteers, people who work with us and customers . Please ask if you have any questions or comments on this policy, including suggestions for how it could be improved.