The Vauxhall Band
Safeguarding Policy

From 29 October 2026

This is the Safeguarding Policy of The Vauxhall Band ("we"/"our"/"us").

Purpose

Our charitable activities bring us into contact with a range of people, including children, young people and adults who may be at risk. The purpose of this policy is to protect everyone who comes into contact with The Vauxhall Band from abuse, harm, neglect and exploitation, and to set out the overarching principles and procedures that guide our safeguarding approach.

Applicability

This policy applies to trustees, officers, volunteers, employees, freelancers and others working on behalf of or engaged by the charity, as appropriate.

The charity does engage self-employed musicians and others ("freelancers") in the course of its activities. This policy will be communicated to them and, where appropriate, compliance with relevant safeguarding requirements will form part of their terms of engagement. Freelancers remain responsible for their own acts and omissions and for complying with applicable safeguarding requirements. The charity will take reasonable steps to communicate, monitor and enforce its safeguarding requirements, but nothing in this policy is intended to make the charity responsible for acts or omissions of genuinely independent contractors where it would not otherwise be legally responsible for them.

Partner organisations (organisations that we may work with) will be required to have their own safeguarding procedures which must, as a minimum, provide equivalent protections to those under the standards outlined below and comply with any additional legal or regulatory requirements applicable to their work. Appropriate safeguarding responsibilities, reporting arrangements and lines of accountability should be clearly agreed between the organisations.

Safeguarding should be appropriately reflected in other relevant policies and procedures.

Principles

We believe that:

- Nobody who is involved in our work should ever experience abuse, harm, neglect or exploitation.
- We all have a responsibility to promote the welfare of those we work with, including volunteers, freelancers and those benefiting from our activities ("beneficiaries"), to keep them safe and to work in a way that protects them.
- We all have a collective responsibility for creating a culture in which our people not only feel safe, but also able to speak up, if they have any concerns.

Types of Abuse

Abuse and harm can take many forms, including physical, psychological or emotional abuse, sexual abuse, financial or material abuse, neglect, discriminatory abuse, domestic abuse, organisational or institutional abuse, exploitation, grooming, self-neglect and online abuse or exploitation. Signs that may indicate the different types of abuse are at Appendix 1.

Reporting Concerns

Any safeguarding concern should be reported promptly to the charity's designated safeguarding contact at secretary@thevauxhallband.com. If the concern relates to that person, it should instead be reported to another trustee or the Chair of the Board.

If a child or adult is in immediate danger, or a crime is in progress, call 999. Safeguarding concerns will be referred to the police, local authority safeguarding services, the Local Authority Designated Officer (LADO), the Disclosure and Barring Service or other relevant statutory body where appropriate.

The trustees are mindful of their reporting obligations to the Charity Commission in respect of Serious Incident Reporting and, if applicable, other regulators. They are aware of the Government guidance on handling safeguarding allegations.

Anyone receiving a safeguarding concern should listen carefully, take the concern seriously and make an accurate record of what has been reported. They should not investigate the matter themselves, confront the person against whom the concern has been raised, or promise confidentiality.

Information should be shared only with those who need to know in order to respond appropriately and protect those involved. Information sharing must be lawful, necessary and proportionate, and carried out in accordance with applicable data protection and safeguarding requirements. A lack of

consent does not necessarily prevent information from being shared where there is a lawful basis for doing so and sharing is necessary to safeguard a child or another person from harm.

Responsibilities

Trustees

This safeguarding policy will be reviewed and approved by the Board annually.

Trustees are aware of and will comply with the Charity Commission guidance on safeguarding and protecting people and also the 10 actions trustee boards need to take to ensure good safeguarding governance.

The trustees have overall responsibility for the oversight of all aspects of safety, including whistleblowing and H&SW. This will include:

- Creating a culture of respect, in which everyone feels safe and able to speak up.
- An annual review of safety, with recommendations to the Board.
- Receiving regular reports, to ensure this and related policies are being applied consistently.
- Providing oversight of any lapses in safeguarding.
- Ensuring that any issues are properly investigated and dealt with quickly, fairly and sensitively, and that any necessary reporting to the police or other statutory authorities is carried out.
- Leading the organisation in a way that makes everyone feel safe and able to speak up.
- Ensuring safeguarding risk assessments are carried out and appropriate action taken to minimise these risks, as part of our risk management processes.
- Ensuring that all relevant checks are carried out when recruiting or engaging employees, volunteers, freelancers and others whose roles require such checks.
- Planning programmes/activities to take into account potential safeguarding risks, to ensure these are adequately mitigated.
- Ensuring that all appointments that require DBS checks and safeguarding training are identified, including the level of DBS check and any training required.
- Ensuring that a central record of required DBS checks and safeguarding training is maintained and reviewed regularly, with repeat checks and training undertaken where required or appropriate.
- Ensuring that safeguarding requirements (e.g. DBS checks) and responsibilities are reflected in job descriptions, role descriptions, contracts or terms of engagement, as appropriate.
- Listening to and engaging beneficiaries, freelancers, volunteers and others, and involving them as appropriate.
- Responding to any concerns sensitively and acting quickly to address these.
- Ensuring that personal data is stored and managed in a safe way that is compliant with data protection regulations, including valid consent to use any imagery or video.

- Making freelancers, volunteers and others aware of:
    - Our safeguarding procedures and their specific safeguarding responsibilities on induction, with regular updates/reminders, as necessary.
    - The signs of potential abuse and how to report these.
- From 1 September 2026, the supervision exemption from regulated activity with children no longer applies. The charity will assess the eligibility of all roles involving teaching, training, instructing, caring for or supervising children against the current regulated-activity rules, including the frequency and nature of the activity, and will obtain the appropriate level of DBS check and Children's Barred List information where the role is legally eligible for such a check and this is required or appropriate in the circumstances.

Everyone

To be aware of our procedures, undertake any necessary training, be aware of the risks and signs of potential abuse and, if you have concerns, to report these immediately (see above).

Fundraising

We will:

- comply with the Code of Fundraising Practice, including its requirements relating to children and people in vulnerable circumstances;
- take reasonable steps to treat existing and potential donors fairly and enable them to make informed decisions;
- never take advantage of a person's trust, lack of knowledge, apparent need for care or support, or vulnerable circumstances;
- not accept a donation where we know, or have reason to believe, that the donor cannot make an informed decision to donate, and take appropriate action if this becomes apparent after a donation has been made;
- take reasonable steps to protect fundraisers from harm and harassment and enable them to raise concerns;
- take all reasonable steps to avoid asking anyone under 18 for regular donations.

Online Safety

We will identify and manage online risks by ensuring:

- Volunteers and trustees understand how to keep themselves safe online. We may use high privacy settings and password access to meetings to support this.
- The online services we provide are suitable for our users. For example, we may use age restrictions and password protection where appropriate to help keep people safe.
- The services we use and/or provide are safe and in line with our code of conduct.

- We protect people's personal data and follow data protection legislation.
- We obtain appropriate permission before publishing images or recordings, including parental or guardian permission where required.
- We clearly explain how users can report online concerns. Concerns may be reported using this policy, or direct to a social media provider using their reporting process. If you are unsure, you can contact one of these organisations, who will help you.
- We take appropriate account of recognised guidance on the safe and ethical use of AI.

Online Safety Act

If The Vauxhall Band introduces or operates an online service that falls within the scope of the Online Safety Act 2023, including a user-to-user service, we will assess the applicable duties before launch and comply with the relevant risk-assessment, safety, record-keeping and review requirements. Where children are likely to access an in-scope service, we will also comply with the applicable child-safety duties.

Working With Other Organisations

In working with other organisations, including any grant making, we will comply with Charity Commission guidance by carrying out relevant due diligence and having a written agreement that sets out:

- Our relationship.
- The role of each organisation.
- Monitoring and reporting arrangements.

Version Control - Approval and Review

This policy will be reviewed periodically, or following an incident, change in legislation, or other significant factors. It will also be reviewed as part of any safeguarding incident investigation, to test that it has been complied with and to see if any improvements might realistically be made to it.

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Board	07/02/2025	Initial draft approved	Annually
2.0	Board	10/10/2025	Addition of Online Safety Act section. Changes to Statutory Guidance and Useful Links references	Annually
3.0	Board	29/10/2026	Annual review; updated for September 2026 regulated-activity changes, Working Together to Safeguard Children 2026 and the 2025 Code of Fundraising Practice; reporting, applicability and Online Safety Act provisions revised; terminology and indicators of abuse updated.	Annually

Statutory Guidance

Gov.UK – The role of other agencies in safeguarding
CC: Infographic; 10 actions trustees need to take.
CC: Safeguarding duties of charity trustees
CC: Safeguarding - policies and procedures
CC: How to protect vulnerable groups
CC: Managing online risk.
ICO - A 10 step guide to sharing information to safeguard children.
ICO - Children and the UK GDPR.
Ofcom: Online Safety Act - The Protection of Children Codes and Guidance. (Apr 25)
DfE - Working together to safeguard children 2026 - statutory guidance
DfE – Information sharing to safeguard children and young people – statutory guidance (September 2026)

Useful Links

NCVO: Online safeguarding resources.
NSPCC: Writing a safeguarding policy
Bates Wells: Is your charity ready for the Online Safety Act? (Apr 25)

Useful Links - International

Bond - Developing and modelling a positive safeguarding culture: A tool for leaders.
CHS Alliance - Misconduct Disclosure Scheme.

Appendix 1 – Recognising Safeguarding Concerns

Abuse, neglect, exploitation or other harm can affect children, young people and adults. The signs will vary according to the individual and the circumstances.

The presence of one or more of the indicators below does not necessarily mean that abuse or harm has occurred. Equally, the absence of obvious signs does not mean that a person is safe. Concerns may arise from something a person says, something witnessed directly, changes in behaviour or appearance, or information provided by another person.

Possible indicators may include:

Physical abuse

- Unexplained or repeated injuries, bruising, burns, cuts or fractures.
- Injuries for which the explanation appears inconsistent or implausible.
- Signs of inappropriate restraint or physical punishment.
- A person appearing frightened of, or unusually anxious around, a particular individual.
- A disclosure or indication that they have been hit, hurt or physically mistreated.

Sexual abuse, exploitation or grooming

- A disclosure or indication of sexual assault, abuse, exploitation or inappropriate sexual behaviour.
- Unexplained injuries, pain or other physical signs in intimate areas.
- Sexual knowledge or behaviour that appears inappropriate for a child's age or stage of development.
- Sudden changes in behaviour, mood, relationships or attendance.
- Fear of, avoidance of, or an unusually dependent relationship with a particular person.
- Gifts, money, travel or other benefits that cannot readily be explained.
- Signs that someone is being groomed, pressured, manipulated or exploited, including through online contact.

Psychological or emotional abuse

- Significant or unexplained changes in behaviour, confidence or emotional wellbeing.
- Becoming unusually withdrawn, anxious, fearful, distressed or agitated.
- Extreme compliance, low self-esteem or reluctance to speak in the presence of a particular person.
- Persistent humiliation, intimidation, threats, bullying, isolation or controlling behaviour.
- A disclosure or indication of verbal, psychological or emotional mistreatment.

Neglect

- Persistent poor hygiene, hunger, unsuitable clothing or unmet health needs.
- A child or adult repeatedly being left without appropriate care, supervision or support.
- Failure to provide necessary medication, medical attention, food, warmth or other basic needs.
- Living or activity conditions that appear seriously unsafe or unsuitable.
- A significant deterioration in appearance, health or wellbeing without adequate explanation.

Self-neglect

Self-neglect principally concerns adults and may include:

- Serious neglect of personal hygiene, nutrition, health or medication.
- Living in seriously unsafe or unsanitary conditions.
- Failure to seek or accept essential care or medical treatment.
- Behaviour that places the person's health, safety or wellbeing at significant risk.

Financial or material abuse and exploitation

- Unexplained loss of money, possessions or financial resources.
- Unusual or unexplained financial transactions or changes in financial arrangements.
- Pressure to give money, make payments or change financial or legal arrangements.
- Someone else exercising inappropriate control over a person's money or possessions.
- A person being charged for unnecessary goods or services or otherwise being financially exploited.

Domestic abuse and coercive or controlling behaviour

- Fearfulness or anxiety around a partner, family member or other person.
- Isolation from friends, family or normal activities.
- Another person exercising excessive control over finances, communications, movements or relationships.
- Threats, intimidation, humiliation, violence or coercion.

- A disclosure or indication of domestic abuse.

Discriminatory abuse

- Harassment, humiliation, unfair treatment or abuse related to a person's protected characteristics or other aspects of their identity.
- Derogatory language, exclusion, bullying or discriminatory treatment.
- A person being denied appropriate access, opportunities, services or support because of prejudice or discrimination.

Organisational or institutional abuse

- Unsafe, disrespectful or degrading practices within an organisation or activity.
- Repeated failures to respect an individual's dignity, privacy, choices or needs.
- Poor safeguarding practice becoming normalised or concerns being ignored or discouraged.
- Policies or procedures being routinely disregarded in a way that puts people at risk.

Online abuse and exploitation

- Bullying, harassment, threats or sexualised communication online.
- Grooming, coercion or manipulation through social media, messaging, gaming or other online services.
- Pressure to share images, personal information or sexual content.
- Significant distress, secrecy or behavioural changes associated with online activity.
- Unauthorised sharing of intimate, harmful or exploitative images or recordings.

Responding to a concern

Anyone who becomes aware of a possible safeguarding concern should follow the reporting procedures in this policy promptly.

The role of the person receiving or witnessing a concern is not to investigate or decide whether abuse has occurred. They should listen, take the concern seriously, record relevant information accurately where appropriate, and report it through the charity's safeguarding procedures.

Where a child or adult is in immediate danger, or a crime is in progress, the emergency services should be contacted without delay.

This policy was amended and adopted by the Board of Trustees of The Vauxhall Band on 29 October 2026 and will be reviewed annually, or more often if required.
