

Safeguarding Policy

Blast Theory's policy for the safeguarding of children and vulnerable adults.

1. Context and Mission

Blast Theory's mission is to make artworks that invite audiences to question their place in society. Blast Theory is an artist group based in Brighton. Blast Theory's premises in Brighton comprise administrative offices, meeting rooms, editing suite, residency studio and tenant studios. From these premises, Blast Theory staff members work, run a residency programme, a volunteer programme, lead on mentoring, hire out spaces and run workshops/events.

Blast Theory's work away from the studio comprises the creation of permanent and temporary interactive artworks; running workshops and events; presenting at conferences, universities and festivals; as well as mentoring.

2. Aim of the Policy

2.1. The welfare of the child is of paramount importance. We believe that every child, regardless of age, disability, gender, racial or ethnic origin, religious belief, sexual identity and economic disadvantage, has the right to be protected from abuse and harm at all times and in all situations. As such, Blast Theory is committed to providing a safe environment when working with children and vulnerable adults.

2.2. The purpose of this policy is to set out Blast Theory's position on the protection of children and vulnerable adults. For the purpose of this policy, anyone under 18 years of age will be considered a child. The principles contained in this policy will also be applied to vulnerable adults. Vulnerable adults are people who are over the age of 18 and who may be unable to protect themselves from harm or exploitation by other people.

2.3. The aim of this policy is to ensure the safety of children and vulnerable adults by outlining clear procedures and ensuring that all staff, volunteers and trustees are clear about their responsibilities.

2.4. Child protection is the responsibility of every adult who has involvement with children. It is the duty of all staff and volunteers working for Blast Theory to prevent the physical, sexual or emotional abuse of all children with whom they come into contact through the course of their employment.

2.5. Adults working with children must also be provided with safeguards and made aware of best practice so they can be protected from wrongful allegations.

2.6. This policy applies to all employees, trustees and volunteers of Blast Theory.

3. Communicating the Policy

3.1. All staff and volunteers will receive and be briefed on this policy during their induction with the company

3.2. Should there be any change to the policy, all staff shall be informed and provided with any necessary training

3.3. Staff members who work more frequently with children and vulnerable adults are encouraged to attend additional external training courses to acquire knowledge on further protection and how to respond to any concerns related to child abuse.

4. Staff Recruitment Process

- 4.1. Blast Theory recognises that anyone may have the potential to abuse children, young people and vulnerable adults in some way. All reasonable steps will be taken to ensure that unsuitable people are prevented from working with children, young people and vulnerable adults.
- 4.2. In every case of staff recruitment, Blast Theory seek to obtain the following information:
 - Recommendation of employment from the previous workplace;
 - Resume of previous work.
- 4.3. We recognise that abuse is facilitated when an abuser can find an opportunity to be alone with a child or other vulnerable person. The risk that abuse may occur increases where an abuser can maintain regular contact in order to build a relationship with the child or other vulnerable person.
- 4.4. It is rare that children visit Blast Theory. This reduces the risk of abuse, which is heightened by regular contact.
- 4.5. Therefore, only Blast Theory staff or volunteers with the opportunity for unsupervised access to children and vulnerable adults would need to undergo DBS (Disclosure and Barring Service) Checks.
- 4.6. Should there be any clear affirmation and confirmation (of facts) about any staff member who has a background involving child or vulnerable adults abuse, Blast Theory may not accept that staff member for employment.

5. Studio Policy

- 5.1. Blast Theory is a working studio and does not hold events or workshops for those under 18 years old
- 5.2. Children visiting Blast Theory's studios only do so with friends or family. Whilst the primary responsibility for the welfare of children and vulnerable adults rests with the supervising adult, Blast Theory wishes to ensure that all children and others who may be vulnerable, whether because of their age, physical or mental ability or ill health, are safe from harm while visiting our premises.
- 5.3. If vulnerable adults take up a volunteer position with Blast Theory, they will work in the studio with a DBS checked and fully trained member of senior management.

6. Working Away Policy

The majority of Blast Theory's public facing work, and work which will involve children and young people, is based outside of the Blast Theory studio. This activity includes workshops, events, cultural exchanges and the creation of artwork. Blast Theory work in conjunction with commissioners and partners for these works.

This clause identifies procedures for working away from the Blast Theory studio.

- 6.1. All external contractors and volunteers agree to follow the Blast Theory Code of Conduct; ensuring that all documentation and sensitive information is treated confidentially and held and used in line with the Data Protection Act; ensuring that there is sensitivity to the content of project sessions, taking into account age, gender and abilities of the participants.
- 6.2. Children, young people, vulnerable adults and guardians/parents are informed of the policy and procedures as appropriate.

- 6.3. Blast Theory will work with project commissioners to ensure additional procedures are in place when necessary and will at all times abide by the commissioners Code of Conduct and Safeguarding Policy.
- 6.4. Only senior members of Blast Theory staff will lead events with children and young adults.
- 6.5. Where new staff members or less experienced staff members are leading a session, a more experienced member of staff with (where necessary) a DBS check will attend alongside.
- 6.6. If an event or tour requires an overnight stay away from the premises of the workshop/event, appropriate and safe accommodation must be pre-booked by a Blast Theory team member or nominated associate.
- 6.7. If an overnight stay is required, staff and participants must not share a private room.
- 6.8. The staff accompanying children or vulnerable people to an event or tour or workshop away from the Blast Theory or partner base, are ultimately responsible for the safety and wellbeing of the group and will write a detailed risk assessment and guidance of behaviour for the trip which will be shared and discussed with all people on the trip.
- 6.9. A member of senior management will be assigned as the main contact for staff who accompany the group and will be available to respond to/advise on any situations that may arise.

7. Photography and Social Media Policy

- 7.1. Photography and video permission from parents and guardians of all children and vulnerable adults (who can not sign for themselves) must be obtained whenever a photographer is present for Blast Theory activity. This will also grant permission to use images/video on appropriate Blast Theory promotional platforms
- 7.2. If a parent / guardian does not give permission for photography and video documentation, Blast Theory staff must respect with that wish and inform anyone wishing to take photos or film.
- 7.3. Visitors / other participants of workshops / events etc. cannot take photos/video of the session unless they have the permission of a member of the Blast Theory team.
- 7.4. If permission is granted to visitors to take photos, those photos taken of children or vulnerable people must not be posted on the internet for any reason (websites, Facebook, blogs etc.). The Blast Theory team member present will make sure this is understood by everyone present.
- 7.5. Appropriate images of children/vulnerable people/students working with Blast Theory can be taken by staff members and used for publicity with the permission from the relevant senior manager.
- 7.6. No names of children/vulnerable people/students should be attached to images used within any public media unless required for a project and, in any case, only the first name will be used.

8. Responses to Allegations

- 8.1. All Blast Theory staff have a duty to identify abuse and report it
- 8.2. If there is an allegation or suspicion of abuse, staff must promptly make a report in writing to a senior manager or, if appropriate, to the Director.
- 8.3. All concerns, and allegations of abuse will be taken seriously by trustees and staff and responded to appropriately - this may require a referral to children's services and in some instances, the Police.

Blast Theory is committed to reviewing its policy and good practice regularly

This policy was drafted in December 2016 and will be reviewed in March 2017.

Signed by:



Matt Adams

Blast Theory, Director