



We Are The Voice Children's Environmental Choir

Charity No: 1189266
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Website: www.wearethevoice.org.uk

Safeguarding Policy

Updated: July 2025

1. Policy Statement

We Are The Voice (WATV) recognises its duty of care to safeguard and promote the welfare of children and young people. We are committed to ensuring our safeguarding practice reflects statutory responsibilities, government guidance, and complies with best practice and Charity Commission requirements.

We believe:

- The welfare of the child is paramount.
- All children, regardless of age, disability, gender, race, religion or belief, sexual orientation, or identity, have an equal right to protection from harm.
- Safeguarding is everyone's responsibility.

2. Scope

This policy applies to all trustees, staff, volunteers, choir leads, contractors, and anyone working on behalf of WATV. It covers in-person rehearsals, performances, online activities, and project-related work.

3. Safeguarding Lead

- Designated Safeguarding Lead (DSL): Aleisha Shimizu (Choir Lead & Trustee)
- Safeguarding contact email: info@wearethevoice.org
- Aleisha has completed updated NSPCC safeguarding training (July 2025).
- The Board of Trustees retains overall safeguarding oversight.

4. Roles & Responsibilities

- The DSL is the first point of contact for safeguarding concerns.
- All WATV members and volunteers must report concerns immediately to the DSL.
- The Trustees are responsible for ensuring the policy is reviewed annually and for supporting safe practice across the charity.

Contacting the LADO:

If a safeguarding concern involves an allegation against a staff member, volunteer, or trustee, or if there is a concern about someone in a position of trust, the DSL will contact the Local Authority Designated Officer (LADO) immediately. This ensures compliance with statutory guidance and promotes transparency in handling serious concerns.

5. Safer Practice

- Recruitment and selection processes include safeguarding checks where appropriate.
- A minimum of two adults will be present at rehearsals and performances.
- No adult should be left alone with a child.
- Online rehearsals and projects are supervised, with clear guidelines on safe use of technology.

DBS Requirements (from September 2025):

- All individuals with unrestricted access to children will be required to hold an Enhanced DBS certificate (eDBS).
- From September 2025, WATV is introducing a rolling system to ensure compliance:
- All new staff, volunteers, and trustees must hold a valid Enhanced DBS before taking up duties.
- Existing staff, volunteers, and trustees will be required to update their DBS checks within the next review cycle.
- Going forward, DBS checks will be:
- Renewed every 3 years, or
- Checked annually via the DBS Update Service (which WATV will require all eligible individuals to join).
- WATV will maintain a DBS register and ensure timely rechecks.

6. Responding to Concerns

- Any safeguarding concern must be reported immediately to the DSL.
 - The DSL will record, respond, and if necessary, escalate concerns to statutory services.
 - In an emergency, concerns should be reported directly to police (999) or local safeguarding services.
 - Where allegations involve staff, volunteers, or trustees, the DSL will escalate directly to the LADO.
- A safeguarding reporting flowchart will be appended to this policy to provide a clear, step-by-step guide for reporting concerns, including escalation to the DSL, Chair of Trustees, and the LADO.

7. Training

- The DSL will maintain up-to-date safeguarding training.
- All staff, trustees, and volunteers will be briefed on this policy annually.

8. Whistleblowing

WATV encourages a culture of openness. Any individual who suspects malpractice or unsafe behaviour can report concerns confidentially to the Chair of Trustees or via a designated whistleblowing channel. Whistleblowers will be protected from retaliation.

9. Policy in Practice

- This policy is reviewed annually, or sooner if legislation or practice requires.
- It applies across all WATV projects, including musical performances, workshops, and creative collaborations.
- For projects not involving direct child contact, safeguarding oversight remains with the Board.

Approved by the Board of Trustees – July 2025

Appendix A: Safeguarding Reporting Flowchart

