



14/48 UK Safeguarding Policy

Adopted: September 2023

Review Date: September 2024

Overview and scope

14/48 UK seeks to create a safe space for all those who engage with its work, children and young people, Directors, freelancers, staff, volunteers and our audiences all fall under the scope of those whom we have a duty of care to protect from harm. Put simply, safeguarding is everyone's responsibility, and this policy outlines the harms we seek to prevent, the processes for handling and reporting concerns, and the part each person plays in keeping those we engage safe.

Core principles

- Keeping those we engage safe is everybody's responsibility.
- The interests and safety of the individual are the most important aspect of safeguarding.
- Any cause for concern, no matter how small, must be reported. No one has a full picture, but by following processes, small concerns could form a larger picture for Safeguarding Leads.

Prevention of harm to children and young people

In line with national guidance we classify children and young people as anyone under the age of 18. For any activity conducted involving children we have a legal duty to protect them from harm and cooperate with local safeguarding boards to report concerns as required.

Prevention of harm to vulnerable adults

Mencap classifies a vulnerable adult as: "someone aged 18 or above who may need community care services for reasons like mental health issues, disability, age or illness. They may not be able to take care of themselves or protect themselves from harm or exploitation."

As with children and young people, we have a legal duty to protect vulnerable adults from harm and cooperate with local safeguarding boards to report concerns as required.

Prevention of harm to other adults

Our work engages with adults as volunteers, audience members, and paid positions including freelance workers. Although our legal duties may differ for those not classed as 'vulnerable adults' we recognise our moral duty of care to these groups.

Audiences:

- Ensuring we provide trigger warnings for any content that may contain themes of abuse, violence, death, or other sensitive content which may have a negative impact on someone.



- Providing lines of communication for our audiences to raise concerns, and for those concerns to be responded to appropriately.

Staff, freelancers, Directors and volunteers:

- Providing a safe space to work in or engage with.
- Acknowledging that our work may sometimes create power imbalances, and as a result, opportunities to abuse these imbalances.
- Recognising that while many of those that we work with may not fall under the classification of 'vulnerable adults', we often support adults with mental health issues, neurodiverse people, or those who may be vulnerable due to under-representation within existing power structures of theatre making including, but not exclusive to, artist with experience of racism, transgender artists, and disabled artists.
- Providing appropriate mechanisms of support and lines of communication for concerns to be raised and responded to appropriately.

Our Designated Safeguarding Lead

Our Designated Safeguarding Lead is Bob Christer. All staff, freelancers and volunteers working with 14/48 UK will be provided with Bob's mobile phone number.

Bob can also be contacted at safe@1448uk.com

The designated safeguarding lead is most likely to have a complete safeguarding picture and be the most appropriate person to advise on the response to safeguarding concerns.

What to look out for

Children and Young People:

Abuse and neglect of children can happen anywhere, and all concerns should be acted upon regardless of the background or needs of the young person. Whilst we may not always have a full picture of the life of a young person we work with, the following signs and needs of young people are set out as key identifiers for the potential need for early help in 'Keeping Children Safe in Education' and 'Working Together to Safeguard Children':

- Disabled or has specific health care needs (children with a disability are more likely to be victims of abuse)
- Has special educational needs
- Has a mental health need
- Is a young carer
- Is showing signs of being drawn into criminal or anti-social behaviour
- Frequently goes missing from home or care
- Is at risk of modern slavery, trafficking, sexual or criminal exploitation.
- Is at risk of being radicalised or exploited
- Has a family member in prison, or is affected by parental offending
- Is in a family circumstance which presents challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- Is misusing drugs or alcohol themselves
- Has returned home to their family from care



- Is at risk of 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage
- Is a privately fostered child

Indicators of abuse and neglect:

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue (also known as peer on peer abuse).

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to



appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Children and young people may also be at risk of Child Criminal Exploitation, Child Sexual Exploitation, Peer on Peer abuse (including upskirting and sharing of indecent images), and Female Genital Mutilation (FGM). All staff working with children and young people with 14/48 UK will be given specific guidance on the indicators to look out for in line with the above risks.

Vulnerable adults:

Vulnerable adults may also be at risk of abuse and where they rely heavily on a carer for day to day needs, neglect, as outlined above.

Vulnerable adults may also be at risk of sexual exploitation, criminal exploitation, FGM and peer on peer abuse.

Alongside these risks, vulnerable adults may also be at risk of financial abuse, whereby another person seeks to exert controlling behaviour over them by taking control of their money. This could fall under criminal exploitation, or sexual exploitation of the individual.

Staff, freelancers, volunteers, directors and audience members:

The adults we engage with may experience abuse, and indicators of physical abuse, sexual abuse, exploitation, emotional abuse, peer on peer abuse and financial abuse must be referred to the Designated Safeguarding Lead.

Although the context may be different between adults and children and young people, particularly in their ability to give consent and make choices, we must still assume that abuse can happen anywhere, and any small concern reported could be vital to preventing harm.

How to report concerns

Staff, freelancers, directors and volunteers working with Children and Young People or Vulnerable Adult groups

All concerns must be reported.

If a person is in immediate danger of harm, call 999 and ask for the police/an ambulance.

If a young person or vulnerable adult confides in you with information about signs of their abuse or neglect, you must:

- Not promise to keep their concerns secret. Reassure them that you are there to hear them, and that you have a duty to report anything that you think will put them at risk of harm.
- Listen, try not to ask leading questions.
- Respond non-judgementally, and don't panic.
- Do not promise specific actions, other than passing on any concerns appropriately. It is not your place to offer to fix specific issues, however you are well placed to pass on concerns to the Designated Safeguarding Lead, or the police if appropriate.

Record your concerns, if you have noticed something, write it down, with details of what, where, when and who else was present. If another colleague



has spotted the same concern, ask them to separately record their concerns in writing. These notes could provide vital evidence in future.

If physical evidence of abuse is present, it is useful to record where on the body the indicator is, and what this looks like – this could be notations, or a hand drawn body map.

At your earliest opportunity (and within 12 hours), notify the designated safeguarding lead, and fill out a 'Safeguarding Report Form'. If you populate the form from earlier rough notes – keep the rough notes and hand them in.

The designated safeguarding lead will decide the best course of action to take which could involve sending a referral to the local authority designated safeguarding officer, or police.

Concerns around the behaviour of staff, freelancers, volunteers or directors

All concerns must be reported.

If a person is in immediate danger of harm, call 999 and ask for the police/an ambulance.

If you have a concern over the safety of another adult, staff, freelancer, volunteer, or audience member, these concerns should be recorded and reported following the same process for children and young people above.

We have a clear code of conduct that all staff, freelancers, volunteers and directors must adhere to. Whilst a breach of this code of conduct may not always represent a safeguarding concern, there are many areas where this may overlap, and as such our processes for supporting individuals to raise concerns dovetails for these two areas.

If you have a concern about the behaviour of staff, freelancers or volunteers, there are multiple ways to raise your concern in the first instance.

- The designated safeguarding lead, Bob Christer, is always available to hear concerns and to support individuals with the best course of action, regardless of if you feel it is a safeguarding concern or not.
- Artist Liaisons – at our festivals, our artist liaisons are always on hand to support. Although they have administrative and production responsibilities to oversee, the wellbeing of those we work with always takes priority, and our teams of artist liaisons will always mean one person is available to hear your concerns.
- Artist Advocates – 2 artist advocates will be available at each festival, and are available to hear concerns and offer support.
- Artist buddies – during each festival, we will make efforts to pair 'Rookies' new to the festival up with 'Veterans' who can also be on hand to offer support and guidance.

If you have concerns about the behaviour of the Designated Safeguarding Lead, or Directors of 14/48 UK, there are still appropriate channels to pursue. If the concern is related to putting young people or vulnerable adults at risk, this should be reported to the relevant local authority safeguarding team - 14/48 UK's registered office falls in Northamptonshire, as such the relevant contacts are:

- Northamptonshire Safeguarding Children Partnership Board
www.northamptonshirescb.org.uk - 0300 126 7000,



- or Northamptonshire safeguarding Adults board
www.northamptonshiresab.org.uk 0300 126 3000

or if you had a concern around the general conduct of a UK based Director, this could be reported to the 14/48 Projects in Seattle who oversee our work
www.the1448projects.org

If you have concerns about the actions of staff or associates of a partner venue, these would need to be escalated through their own internal processes. Concerns can still be reported to ourselves, but we may need to pass concerns to the appropriate authority.

Safer recruitment

All staff, volunteers and freelancers working with children and vulnerable adults are recruited in line with our safer recruitment principles:

- References are taken up
- Evidence of date of birth and address are obtained
- Where appropriate an Enhanced Disclosure and Barring Service Check is conducted
- Safeguarding training is given in line with current best-practice, including definitions of abuse and indicators of current issues affecting young people (county lines, criminal exploitation, child sexual exploitation, FGM, and peer on peer abuse), as well as 14/48 UK's reporting processes.