



Kidenza Child Protection Policy

Policy Date: September 2013

[Source: Charity Commission website 17th Sept 2013]

Kidenza operates a child protection policy which demonstrates our commitment to safeguard from harm all children who attend our concerts, workshops or orchestra, or who are involved in Kidenza in any way.

The following principles underpin our policy:

- the welfare of the child is paramount;
- all children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.
- We are committed to safe recruitment, selection and vetting.

The policy is approved and endorsed by the board of directors on an annual basis.

The policy applies to all directors, staff and volunteers as well as musicians and other professionals engaged on an ad hoc basis.

All concerns, and allegations of abuse will be taken seriously by directors, staff and volunteers and responded to appropriately - this may require a referral to children's services and in emergencies, the Police.

The policy and appropriate procedures are published on our website [kidenza.co.uk] and children and parents are informed of the policy and procedures as appropriate.

Child Protection Procedures

- We require all our directors, staff and volunteers as well as free-lance musicians and other professionals, to be informed about child protection in accordance with and as appropriate to their roles and responsibilities.
- Staff and volunteers will have up to date and appropriate CRB clearance.
- We require all professional musicians and educators who may have direct contact with children, where their parents or teachers are not present, to have up to date and appropriate CRB clearance.
- Parental consent will be sought in writing for the use of any images or quotes from children in our publicity material.