



DERBY HOSPITALS BAND-SAFEGUARDING POLICY

Policy Statement

Safeguarding is essential because it is about protecting a person's right to live in safety, free from abuse and neglect. It is a fundamental practice designed to protect the health, well-being, and human rights of all individuals, particularly those who may be vulnerable due to age, disability, or circumstance.

Derby Hospitals Band is a community band whose membership is restricted to individuals aged 18 years and over. As the band does not permit membership by children or young people under the age of 18, it is not required to operate specific safeguarding arrangements for minors. However, the band remains committed to providing a safe, inclusive, and respectful environment for all members, including any adults who may be considered vulnerable.

Purpose and Scope

Safeguarding within a community band setting is the proactive practice of protecting the health, wellbeing, and human rights of all members (especially vulnerable adults) from harm, abuse, or neglect. It goes beyond simply responding to incidents by embedding a culture of safety across all band activities.

We need to ensure the safety and well-being of our players which include any vulnerable adults. This policy therefore outlines the principles we work to.

Derby Hospitals Band – refers to all members of the band i.e. any person playing in or attending on behalf of the band.

The Committee – refers to all members of the committee, responsible for all matters relating to the administration, the smooth running of band rehearsals and concerts and the recruitment of new band members.

Chair of the Committee – Wendy Smith (Clarinet)

Musical Director (Conductor) - Rob Mosley

Written Jan 2026 Updated April 2026 (Change of DSL)
Review Jan 2027



Assistant Musical Director (Conductor) Leo Burton

Designated Safeguarding Lead (DSL) – Wendy Conrad (Saxophone)

Legal Framework

This policy has been drawn up based on law and guidance that seeks to protect vulnerable adults. It has followed guidelines in the Care Act 2014 which is a landmark UK legislation in England focusing on promoting wellbeing for vulnerable adults.

Definitions:

Vulnerable adult: For the purposes of this policy, a vulnerable adult or adult at risk refers to someone over 18 years old who, according to Section 42 of the Care Act 2014:

- has care and support needs
- is experiencing, or is at risk of, abuse or neglect
- is unable to protect himself or herself against potential abuse or neglect, given their care and support needs. If someone has care and support needs but is not currently receiving care or support from a health or care service, they may still be an adult at risk.

Bullying: Bullying is behaviour, usually repeated over time, that intentionally hurts another individual or group of individuals, physically or emotionally.

Bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones.

We will seek to prevent bullying by:

- Developing a code of conduct which sets out expectations of how band members are expected to behave towards others.
- Provide welcome information to new members to help them settle in.



- Promote an atmosphere of tolerance and positivity within the band.

If bullying occurs, we will respond to it by:

- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders, and the band.
- Reviewing the plan developed to address the bullying, to ensure that the problem has been resolved.
- Avoiding any actions that make the individuals concerned look or feel foolish in front of others.

Roles and Responsibilities

- The Safeguarding officer will be the formal point of contact within the band for anyone who has a safeguarding concern.

Designated Safeguarding Lead (DSL):

Wendy Conrad

derbyhospitalsband@outlook.com

Good practice guidelines

All people working with Derby Hospitals Band should be encouraged to demonstrate exemplary behaviour to protect themselves from false allegations.

The following are common-sense examples of how Derby Hospitals Band can create a positive culture and climate. This policy and these guidelines apply to anyone who works with on a permanent or temporary basis.

- Undertake to assess risks at the outset of any project with vulnerable adults and monitor risks throughout.
- Identify the people with designated protection responsibility from the outset.



- Know how to get in touch with local authority services in case there is a need to report a concern to them.
- Have agreed procedures for reporting suspicion or allegations of abuse.

Members will:

- Always work in an open environment (e.g. avoiding private or unobserved situations and encourage open communication with no secrets)
- Treat all people with respect
- Give enthusiastic and constructive feedback rather than negative criticism
- Put the welfare of each participant first, before achieving goals
- Respect a person's right to personal privacy
- Encourage all player to feel comfortable and caring enough to point out attitudes or behaviour they do not like
- Remember that someone else might misinterpret their actions no matter how well intentioned
- Be aware that physical contact with a vulnerable adult may be misinterpreted
- Challenge unacceptable behaviour and report all allegations/suspicious

Members should not:

- Have inappropriate physical or verbal contact with vulnerable adults.
- Allow themselves to be drawn into inappropriate attention-seeking behaviour
- Exaggerate or trivialize abuse issues



- Take a chance when common sense, policy or practice suggests a more prudent approach

Responding to allegations or suspicions

Derby Hospital Band will ensure all members/volunteers will fully support and protect anyone who, in good faith, reports his or her concern that a colleague is, or may be, abusing a vulnerable adult.

It is very important that whoever is receiving the disclosure does not "promise not to tell". Let the discloser know that you must tell someone so that you can help them and reassure the person that you will treat the matter sensitively.

Do not ask leading questions.

Action if there are concerns:

Any suspicion that a vulnerable adult has been abused should be reported to the Safeguarding Officer for Derby Hospitals Band who will take such steps as considered necessary to ensure the safety of the vulnerable adult in question, and any other person who may be at risk.

Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need-to-know basis only. This includes the following people:

- The Event Organisers, if appropriate.
- The person making the allegation.
- Social Care/police.

Information should be stored in a secure place with limited access to designated people, in line with data protection laws.



Information to be given to Social Care, or the police, about suspected abuse.

Information to be given:

- details of the person(s) involved, including anyone else at risk
- the nature of the concern
- the specific language used by the person disclosing
- any actions taken

To ensure that this information is as helpful as possible, a detailed record should always be made at the time of the disclosure/concern, in the person's words as much as possible.