



Child Protection Policy Statement

Big Bad Wolf Children's Theatre Company is fully committed to safeguarding the welfare of all young people associated with the company.

The purpose of this policy statement is to:

- Protect all young people who are associated with the Company.
- Provide the Production Team, Committee and volunteers, as well as our young people and their families, with the overarching principles that guide our approach to child protection.

This policy statement applies to anyone associated with Big Bad Wolf Children's Theatre, including the Production Team, Committee, parents, members, volunteers and anyone providing a paid service. This policy statement should be read alongside our other policies and procedures.

We believe that:

- All our young people should never experience abuse of any kind.
- We all have a responsibility to promote the welfare of all our young people, to keep them safe and to operate in a way that protects them.

We recognise that:

- The welfare of our young people is paramount in all the decisions we take.
- All young people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.

We will seek to keep our young people safe by:

- Valuing, listening to and respecting them.
- Appointing a nominated child protection officer for our young people.
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for members and volunteers.
- Ensuring all members of the Production team, Committee and volunteers during show week are members of the PVG scheme.
- Making sure our young people and their families know where to go for help if they have a concern
- Using our procedures to manage any issues and/or allegations appropriately.
- Creating and maintaining an anti-bullying environment and ensuring we have a policy and procedure to help us deal effectively with any bullying that may arise.
- Ensuring we provide a safe physical environment for our young people.

Please note: All information will be recorded, stored, and used professionally and securely, in full compliance with GDPR guidance. In the event of a data breach, appropriate steps will be taken promptly to address and rectify the issue.



Reporting a Child Protection Concern

If you have a concern about the safety or wellbeing of one of our young people, please follow the steps outlined below:

1. Initial Reporting

- If you believe a child protection issue has arisen, report your concern immediately to our **Designated Child Protection Officer** (named below).
- Provide as much relevant information and evidence as possible to support your concern.

2. Investigation Process

- The Child Protection Officer will review the concern and, if necessary, seek guidance from external agencies such as **Police, Social Services, or NODA**.
- All concerns will be handled with **confidentiality, sensitivity, and professionalism**.

3. Outcome and Communication

- While we may not be able to share detailed outcomes of any investigation, please be assured that all concerns will be taken seriously and addressed appropriately.

4. Escalation Procedure

- If your concern involves the **Designated Child Protection Officer**, please report directly to the **Chair of Big Bad Wolf** or contact **NODA** for further guidance.

Step	Action	Who takes action	Notes
1	Identify and document the concern.	You (the person raising the concern)	Write down what happened, when, where, and who was involved. Include any evidence or observations.
2	Report the concern.	Designated Child Protection Officer	Share all relevant details promptly and confidentially.
3	Internal review and decision.	Child Protection Officer	May consult external agencies (e.g. Police, Social Services, NODA) if necessary.
4	Follow-up and safeguarding.	Child Protection Officer	Actions will be taken to ensure the safety and wellbeing of the young person.
5	Escalation (if required).	Chair of Big Bad Wolf or NODA	If the concern involves the Child Protection Officer, bypass them and report directly to the Chair or NODA.

Nominated Child Protection Lead

Name: **Jeannie Watson**

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Nominated Child Protection Coordinator

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