

Shrewsbury Orchestral Society

Shrewsbury Symphony Orchestra

Shrewsbury Symphony Orchestra: code of behaviour for adult members

This code outlines the behaviour expected of members of the Shrewsbury Symphony Orchestra. All members shall be aware of our Child Protection Policy and their responsibilities.

Purpose

Following this code will help to protect children or vulnerable adults from abuse and inappropriate behaviour from adults. It will also help members to maintain the standard of behaviour expected of them and will reduce the possibility of unfounded allegations of abuse being made against them.

Upholding this code of behaviour

All members are expected to report any breaches of this code to the safeguarding officers.

Any breach of the code involving a member or guest may result in them being asked to leave the Shrewsbury Symphony Orchestra. Serious breaches may also result in a referral being made to a statutory agency such as the police, the local authority children's social care department and/or the Independent Safeguarding Authority.

When working with children/ vulnerable adults for the Shrewsbury Symphony Orchestra all members are acting in a position of trust. It is important that members are aware that they may be seen as role models, and must act in an appropriate manner at all times.

When working with children/vulnerable adults, it is important to:

- operate within the Shrewsbury Symphony Orchestra's principles and guidance and any specific procedures;
- follow the Shrewsbury Symphony Orchestra's child protection policy and procedures at all times;
- listen to and respect children/vulnerable adults at all times, treating them fairly and without prejudice or discrimination;
- value and take children's contributions seriously, actively involving them in planning activities wherever possible;
- ensure any contact with children/vulnerable adults is appropriate and in relation to the activities of the orchestra;
- always ensure language is appropriate and not offensive or discriminatory;
- always ensure equipment is used safely and for its intended purpose;
- provide examples of good conduct you wish children/vulnerable adults to follow;
- challenge unacceptable behaviour and report all allegations/suspicions of abuse;
- ensure that you are not alone with a child/vulnerable adult or if this is not possible, that you are within sight and hearing of other adults;
- respect a child/vulnerable adult's right to personal privacy;
- encourage children/vulnerable adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like;
- recognise that special caution is required when you are discussing sensitive issues with children/vulnerable adults.

You must not:

- patronise or treat children/vulnerable adults as if they are silly;
- allow allegations to go unreported;
- develop inappropriate relationships such as contact with children/vulnerable adults that is not a part of the activities of the Shrewsbury Symphony Orchestra;
- conduct a sexual relationship with a child/vulnerable adult or indulge in any form of sexual contact or touching. Any such behaviour represents a serious breach of trust on the part of the adult member and is not acceptable under any circumstances;
- meet with any such child/vulnerable adult outside such activities or away from the normal meeting places of the Orchestra, unless a parent or other adult approved by a parent/carer is present.
- give transport to a child/vulnerable adult unless agreed in advance directly with their parent/carer.
- let children/ vulnerable adults have your personal contact details (mobile number, e-mail or address) without the consent of their parent/carer;
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children/vulnerable adults;
- act in a way that can be perceived as threatening or intrusive;
- make inappropriate promises to children/vulnerable adults, particularly in relation to confidentiality;
- jump to conclusions about others without checking facts;
- either exaggerate or trivialise child abuse issues;
- rely on your reputation or that of the organisation to protect you.

Members must not offer alcohol to members under the age of 18 nor encourage them to consume alcohol. Members and guests who are under the age of 18 are not permitted to consume alcohol while participating in SSO activities. Members are also reminded that it is illegal for adults to purchase alcohol for anyone under the age of 18 for consumption in a public place.