Nottingham Shakespeare Company
Safeguarding Adults Policy

SAFEGUARDING POLICY STATEMENT

Welcome to the Nottingham Shakespeare Company

While we enjoy our artistic and creative pursuits it's important to us that you feel safe and that our events provide you with somewhere that you can be yourself, develop and experiment with your creativity and work with others, able to do so in an enjoyable, enthusiastic and inclusive way.

We all rise together or not at all.

We are committed to providing a safe, supportive, and inclusive environment for all actors, event crew, and volunteers. We believe that everyone has the right to participate in theatre without fear of harm, abuse, or discrimination.

Purpose

This policy outlines our approach to safeguarding and the measures we take to ensure the wellbeing of all individuals involved with our company.

NSC has a Safeguarding lead who should be the first point of call for colleagues wishing to raise concerns:

Safeguarding Lead

Our designated Safeguarding Officer is GRAHAM JOHNSON, who can be contacted at:

- Email: gjohnsonnotts@gmail.com

The Safeguarding Officer is responsible for:

- Being the first point of contact for any safeguarding concerns
- Maintaining confidential records of reported incidents
- Coordinating responses to safeguarding issues
- Liaising with relevant authorities when necessary

Key Principles

1. **ZERO TOLERANCE:**
   We have zero tolerance for any form of abuse, harassment, or discrimination.

2. **CONFIDENTIALITY:**
   All concerns raised will be treated with confidentiality and respect.

3. **INCLUSIVE ENVIRONMENT:**
   We are committed to creating an environment where diversity is celebrated, and everyone feels welcome.

Safeguarding Measures

- Regular safeguarding training for company leaders
- Clear reporting procedures for concerns or incidents
- Appropriate physical boundaries during rehearsals and performances
- Consent-based approach to physical contact in scenes
- Guidelines for social media and external communication

Reporting Procedures

If you have any concerns:

1. Speak with the Director or any Committee Member or
2. Speak directly with the Safeguarding Officer or
3. Submit a written report via our confidential reporting form in the members' area of our website

It is important that any issues are dealt with both swiftly and appropriately, and that the individual experiencing the issue reported is given support. All reports will be:

- Taken seriously
- Investigated promptly
- Handled confidentially
- Documented appropriately

Supporting Resources

- List of local support services
- Mental health resources
- Industry body guidelines HERE <insert Equity link>

Regular Review

This policy will be reviewed annually or when significant changes occur in the company or relevant legislation.

This policy statement was last updated on 14/10/24

By participating in auditions or working with
Nottingham Shakespeare Company,
you agree to abide by this safeguarding policy.