

# Safeguarding Policy

## 2023

LARGE SCALE EVENTS. DONE RIGHT.



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## **About This Document**

The aim of this Safeguarding Policy is to outline the management policies, plans, systems and actions that will ensure, so far as is reasonably practicable, the safety of the customers visitors and staff attending any event managed by Slammin' Events. It will apply to the roles, duties and responsibilities of the company, its managers and staff (whether directly employed or as contractors or agency staff). 'Partner Providers' will be obliged by the terms of their contract to act in accordance with this guidance and the event managers must monitor compliance.

It must be stressed that this is a generic policy that defines Slammin' Events approach and commitment to Safeguarding. Each event will be different in its Safeguarding challenges, and the necessary and responsible steps to mitigate any risk as a result. Therefore, full Safeguarding risk assessments will be undertaken for each event to identify that events specific needs. The operational details of mitigation practices will be specified in the Event Safety/Management Plan for that specific event but will be driven by the approaches specified in this policy.

The information in this manual is based on the advice and guidance currently available from the Police and other Government advisory bodies. In particular, this policy will follow the guidance provided by the Sheffield Safeguarding Children Board's 'Safeguarding Children and Young People at Events', which is widely considered as best practice. Slammin' Events will additionally endeavor to directly engage with local social services where a planned event is likely to raise Safeguarding risks.

Whilst some references to Safeguarding solely refer to children and young people, Slammin' Events recognise that Safeguarding equally applies to vulnerable adults. Additionally whilst some Slammin Events are only for those aged 18 or above we recognise that we are highly likely and have to deal with under 18 year olds trying to gain access to the events

Given the nature of event planning and the fact that each event is unique, Slammin' Events aims to take all reasonable steps to ensure information specific to each event is correctly recorded and up to date. For event specific information, please refer to the event organiser's own Event Safety/Management Plan.

## **Safeguarding Policy**

**Safeguarding at events** means protecting people's health and wellbeing, and enabling them to safely enjoy the event free from harm, abuse or neglect. It's fundamental to ensure the health and well being of all persons attending any event or festival who may be at risk of harm or vulnerable.

Slammin' Events are committed to ensuring safe environments for children, young persons and those in a vulnerable position at events. Slammin' Events recognise our responsibility to Safeguard the welfare of all children, young persons and those in a vulnerable position at events by ensuring best practice which protects them. This commitment reflects a key of the core objective of the Licensing Act 2003, namely the Protect of Children from Harm. Their safety is also understandably re-enforced by the Health and Safety at Work Act 1974, and the Children Act 2004.

We recognise that the welfare of children, young persons and those in a vulnerable position is paramount regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity.

For Safeguarding purposes children will be considered as those under 18 regardless of the existence of any other legislation which differentiates between ages under 18, i.e. film classifications.

Vulnerable persons to which this policy applies include, but are not restricted to: a person who is, or may be in need of care or protection because of:

- Mental Health
- Other Disability
- Age
- Illness
- An inability to take care of himself or herself.
- An inability to protect himself or herself against serious harm or at risk of being taken advantage of.

Slammin' Events will appoint a person with responsibility for overseeing and reviewing their Safeguarding policies, procedures and training. All aspects of the planning of an event will be subject to Safeguarding scrutiny. For each event an assessment will be made of the Safeguarding risks dependent on the audience make up and nature of event. Clearly events that have an audience of under 18's will present safeguarding issues. However, Slammin' Events recognises that events for 18 and over can raise Safeguarding issues for vulnerable people and those under 18 trying to illicitly gain entry.

Dependent on the outcome of the event assessment, Slammin' Events may appoint a dedicated Safeguarding Planning Lead. Their role will be to take an oversight of all planning plans and policies to ensure Safeguarding features through all threads of the planning process.

Challenge 25 is fully implemented by Slammin' Events. This has a significant role in Safeguarding for entry and alcohol supply purposes. Where there is a mixed age audience bar and security staff will be thoroughly briefed to be vigilant of the potential of subsequent supply by customers of alcohol to minors.

Where younger children will be permitted to enter Slammin' Events productions with their parents or carers, full consideration will be given to measures that assist in re-uniting them if separated such as, child wristbands with parent's phone numbers added to.

The Event Safety Plan will detail arrangements where adults are purchasing tickets for children (if applicable) such as; minimum age, number of children per adult, minimum age of adult bringing children in etc.

Slammin' Events will ensure that a Safeguarding Lead is appointed for the duration of each event. This person may be:

- An Incident Response Manager,
- A lead manager from the appointed security company,
- A lead manager from the appointed medical company,
- Or another person specifically appointed to the role.

The Safeguarding Event Lead will be responsible for ensuring during the event that the organiser is compliant with its obligations in relation to the protection of children, young persons and those in a vulnerable position.

Events will be subject to regular ELT meetings which review the progress and challenges of an ongoing event. Those partaking will be key managers from the event team and any external agencies that are present on site. Safeguarding issues will be discussed as a specific agenda point.

In the event of a child, young person or someone in a vulnerable position, requiring immediate protection, the Safeguarding Event Lead will ensure all adequate measures are taken to protect the vulnerable person from further harm. An appropriately trained member of staff will remain with the individual until handed over to an appropriate protective agency or appropriate adult / parent, unless directed otherwise by the Safeguarding Event Lead.

The Safeguarding Event Lead will liaise with the Event Organiser, ELT Manager, Safety Adviser, Medical Unit, Police, Local Authority, Social Services or other agencies as appropriate and necessary in the event of Slammin' Events identifying a person who requires care or protection at an event. The Safeguarding Event Lead will ensure the vulnerable person is handed over to the appropriate protective agency or appropriate adult /parent at the soonest opportunity.

The Safeguarding Event Lead will identify a place of temporary safety within their area of responsibility where a person can be taken and monitored in safety and comfort whilst awaiting handover to appropriate protective agencies or appropriate adults/parents. At most events this is likely to be a dedicated welfare unit.

In the event of a person under the age of 18 being found under the influence of drink or drugs they will be treated as a vulnerable person as above and will receive appropriate care from on site medical or welfare staff.

Slammin' Events will ensure that all staff are aware of and will comply with any Lost or Found Children Policies prepared by the event organiser. Lost children are those reported as lost (usually by a parent or guardian). Found children are those found on site without a responsible adult.

No person under the age of 18 years shall be employed by, volunteer or otherwise be engaged to carryout work for Slammin' Events unless subject to an individual risk assessment.

**Medical provider at SE events.**

Medical provision at Slammin' Events festivals will be **TBC**. They will have their own Safeguarding policy which is CQC compliant. All Medical staff attending events are trained to Level 2 in Safeguarding for both adults and children. Most of the managers are further trained to Level 4. The chosen contractor will have a proven history of supporting events with audiences that include children and vulnerable people.

**Safeguarding welfare provider at SE events.**

Where an event is expected to require under 18 or vulnerable adult welfare provision, whether by virtue of entry age or likelihood of attempted entry by under 18s at an adult event, an event specific welfare policy will be included in the ESMP.

This will specify both physical location provision and staff requirement and qualifications.

