



Tinderbox Music CIC

Safeguarding Adults Policy

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Section 1: Safeguarding Adults Policy



Introduction

Tinderbox's vision is that anyone – regardless of their background or situation – can pursue a fulfilling career in music. We are committed to making our programme as open and accessible as possible, and we actively want to both support and learn from our participants.

Tinderbox is committed to Safeguarding Adults in line with national legislation and relevant national and local guidelines.

We will safeguard adults by ensuring that our activities are delivered in a way which keeps all adults safe.

Tinderbox is committed to creating a culture of zero-tolerance of harm to adults, which necessitates recognising adults who may be at risk and the circumstances that may increase risk, knowing how adult abuse, exploitation, or neglect manifests itself, and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

Tinderbox is committed to best safeguarding practice and to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect.



Policy Statement

Tinderbox believes everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

Tinderbox is committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

Tinderbox acknowledges that safeguarding is everybody's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all adults involved.

Tinderbox recognises that health, well-being, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.

Tinderbox recognises that there is a legal framework within which the music community needs to work to safeguard adults who have needs for care and support and for protecting those who are unable to take action to protect themselves and will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

Actions taken by Tinderbox will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.



Purpose

The purpose of this policy is to demonstrate the commitment of Tinderbox to safeguarding adults and to ensure that everyone involved in Tinderbox is aware of:

- The legislation, policy and procedures for safeguarding adults.
- Their role and responsibility for safeguarding adults.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation.

Scope

This safeguarding adult policy and associated procedures apply to all individuals involved in Tinderbox, including the Directors, mentors, freelancers, volunteers, and external agencies working with Tinderbox. The policy also applies to all concerned about the safety of adults whilst taking part in our organisation, its activities, and the wider community.

We expect our partner organisations, including affiliated promoters, professionals, and labels, to adopt and demonstrate their commitment to the principles and practices set out in this Safeguarding Adults Policy and associated procedures.

Preamble: Legal and Policy Context for Adult Safeguarding in the UK

This Adult Safeguarding Policy is underpinned by a robust legal and policy framework that ensures the protection, dignity, and rights of adults at risk. The policy aligns with statutory duties and best practice guidance set out in the following key legislation and national frameworks:

1. **The Care Act 2014** (England) – The cornerstone of adult safeguarding, the Care Act places a legal duty on local authorities to prevent, reduce, and respond to abuse and neglect. It defines adult safeguarding duties and establishes six key principles: empowerment, prevention, proportionality, protection, partnership, and accountability.
2. **The Safeguarding Vulnerable Groups Act 2006** – This Act provides the framework for the vetting and barring of individuals who may pose a risk to vulnerable adults through the Disclosure and Barring Service (DBS).



3. **The Mental Capacity Act 2005** – This legislation protects and empowers individuals who may lack the mental capacity to make decisions about their care and safety. It introduces the principles of assumed capacity, best interests, and the least restrictive option.
4. **The Human Rights Act 1998** – This Act incorporates the European Convention on Human Rights into UK law and underlines the right of all individuals to live free from inhuman or degrading treatment, and to have their privacy and dignity respected.
5. **The Equality Act 2010** – This legislation protects individuals from discrimination, harassment, and victimisation, ensuring that safeguarding practices are fair and inclusive, particularly for those with protected characteristics.
6. **The Health and Social Care Act 2012** – This Act outlines the responsibilities of health and care organisations in safeguarding adults and promoting integrated, person-centred care.
7. **Working Together to Safeguard People (Wales)** – In Wales, safeguarding is guided by the Social Services and Well-being (Wales) Act 2014, which places safeguarding duties on relevant agencies and sets out structures for multi-agency collaboration.
8. **Adult Support and Protection (Scotland) Act 2007** – In Scotland, this legislation provides powers for public bodies to investigate and intervene when an adult is at risk of harm.
9. **Safeguarding Board for Northern Ireland (SBNI) Framework** – In Northern Ireland, safeguarding is informed by regional safeguarding partnerships and guidance under the Health and Social Care (Reform) Act (Northern Ireland) 2009.

This policy also reflects relevant government guidance, such as:

- *Care and Support Statutory Guidance* (Department of Health and Social Care)
- *Making Safeguarding Personal* initiative
- Sector-specific guidance for healthcare, social care, housing, and third sector providers.

Together, these laws and policies provide a comprehensive legal foundation for safeguarding adults at risk of abuse or neglect. All staff, volunteers, and partners have



a duty to uphold these principles and comply with the legal requirements in their practice.

Commitments

In order to implement this policy Tinderbox will ensure that:

- Everyone involved with Tinderbox is aware of the safeguarding adult procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
- Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with Tinderbox Safeguarding Adults Policy and Procedures.
- The well-being of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to.
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.
- Tinderbox acts in accordance with best practice advice from Help Musicians and the Musicians Union.
- Tinderbox will cooperate with the Police and the relevant Local Authorities in taking action to safeguard an adult.
- All Directors, mentors and volunteers understand their role and responsibility for safeguarding adults.
- Tinderbox uses safe recruitment practices and continually assesses the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation and within the music community.
- Tinderbox shares information about anyone found to be a risk to adults with the appropriate bodies. For example: Disclosure and Barring Service, Services, Police,



Local Authority/Social Services.

- When planning activities and events Tinderbox includes an assessment of, and risk to, the safety of all adults from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.
- Actions taken under this policy are reviewed by the Board and senior management team on an annual basis.
- This policy, related policies (see below), and the Safeguarding Adults Procedures are reviewed annually and whenever relevant legislation and/or government guidance changes, as required by the Local Safeguarding Board or National Governing Bodies, or as a result of any other significant change or event.
- Tinderbox is committed to upholding robust adult safeguarding practices across all areas of our work. We ensure that all freelancers working on our behalf are appropriately vetted, receive relevant safeguarding training, and operate in line with our safeguarding policies and the legal duties set out in the Care Act 2014 and related legislation. We are dedicated to creating safe, respectful environments where adults—particularly those at risk—are protected from harm, and where safeguarding is everyone's responsibility.
- All delivery staff and freelancers must complete safeguarding training at least once yearly to ensure their knowledge remains current and in line with best practices. We are also committed to providing refresher training or updates whenever there are significant changes to safeguarding legislation, statutory guidance, or organisational policy. This ensures that all individuals working on our behalf are equipped always to uphold the highest standards of adult safeguarding.

Sub-Policies

To ensure robust and effective safeguarding practice, this Safeguarding Policy is supported by a series of sub-policies and guidance documents. These sub-policies provide more detailed procedures and expectations in specific areas of safeguarding and must be read in conjunction with the main policy.

All staff, volunteers, and freelancers are required to familiarise themselves with these sub-policies as part of their safeguarding responsibilities.

- Anti-bullying Statement
- Behaviour Code for Young People
- Dealing with Disclosures
- Formal Problem Solving Procedure
- Managing Allegations Against Staff, Volunteers and Freelancers



- Photography and Sharing images guidance
- Safer Recruitment
- Whistleblowing Policy

Implementation

Tinderbox is committed to developing and maintaining its capability to implement this policy and procedures.

In order to do so the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all adults.
- We are committed to ensuring that our safeguarding policies are accessible and inclusive for all adults, including people with disabilities. Everyone has the right to understand how we keep people safe and how to raise concerns if needed.
- Access to relevant legal and professional advice.
- Regular management reports to the Board detailing how risks to adult safeguarding are being addressed and how any reports have been addressed.
- Safeguarding adult procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
- The designated safeguarding lead is Suzi Ireland, and the Deputy Designated Safeguarding Lead is Lucy Sheehan. .
- A delegated Safeguarding Lead/Welfare Officer for events e.g. gigs put on by Tinderbox.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Tinderbox is committed to being disability-inclusive and accessible therefore offers participants the opportunity to record at home. If this is an option for participants, we will conduct a full risk assessment and ensure two people are present at all times.
- Codes of conduct for Directors, Mentors, Volunteers and other relevant individuals that specify zero tolerance of abuse in any form.
- Risk assessments that specifically include the safeguarding of adults.



Accessibility Statement

We are committed to ensuring that our safeguarding policies are accessible and inclusive for all adults, including people with disabilities. Everyone has the right to understand how we keep people safe and how to raise concerns if needed.

To achieve this, we have taken the following steps to make our safeguarding policies accessible:

1. Easy Read Versions

- We provide **Easy Read** versions of our safeguarding policies using plain language and clear, supportive images.
- These versions are designed to help people with learning disabilities or cognitive impairments better understand their rights and what to expect from our organisation.

2. Screen Reader Accessibility

- Our full safeguarding policy documents are available in **screen reader-compatible formats**, including accessible PDFs and Word documents.
- We use **semantic headings, alt-text for images, and descriptive link text** to ensure that screen readers can accurately convey the content.
- We test documents using screen reader software (such as NVDA and JAWS) to identify and fix accessibility issues.

3. Visual Accessibility

- We use **high-contrast colours** and **accessible fonts** in all policy materials to support people with visual impairments.
- Documents are available in **large print** on request.
- We avoid using small text, excessive jargon, or complex formatting that could hinder readability.



4. Multi-Format Availability

- Our safeguarding policies are available in multiple formats, including:
 - Printed copies
 - Digital formats (PDF, Word, HTML)
 - Audio recordings (available on request)
 -

5. Inclusive Language

- We use inclusive and respectful language that recognises the diversity of the people we support.

6. Support to Understand

- If anyone needs help understanding the policy, we offer **one-to-one support**, including verbal explanation, interpreters, or trusted supporters, depending on individual needs.

7. Continuous Improvement

- We are always open to feedback about how we can improve the accessibility of our safeguarding materials.
- Please contact us if you would like to request the policy in another format or if you have suggestions for making our safeguarding information more inclusive.



Section 2: Supporting Information



Key Points

- There is a **legal duty on Local Authorities** to provide support to 'adults at risk'.
- **Adults at risk** are defined in legislation and the criteria applied differs between each home nation.
- The safeguarding legislation applies **to all forms of abuse** that harm a person's well-being.
- The law provides a framework for good practice in safeguarding that makes the overall **well-being** of the adult at risk a priority of any intervention.
- The law in all four home nations emphasises the importance of **person-centred safeguarding**, (referred to as '**Making Safeguarding Personal**' in England).
- The law provides a framework for making decisions on behalf of adults who can't make decisions for themselves (**Mental Capacity**).
- The law provides a framework for organisations to **share concerns** they have about adults at risk with the local authority.
- The law provides a framework for all organisations to **share information and cooperate** to protect adults at risk.



Safeguarding Adults Legislation

Safeguarding Adults in all home nations is compliant with United Nations directives on the rights of disabled people and commitments to the rights of older people. It is covered by:

- The Human Rights Act 1998
- The Data Protection Act 2018
- General Data Protection Regulations 2018

The practices and procedures within this policy are based on the relevant legislation and government guidance.

- England - The Care Act 2014
Care and Support Statutory Guidance (especially chapter 14) 2014
- The Safeguarding Vulnerable Groups Act 2006
- The Equality Act 2010
- Wales - Social Services and Well Being Act 2014
Wales Safeguarding Procedures 2019
- Working Together to Safeguarding People (Wales)
- Scotland - Adult Support and Protection Act 2007
Adult Support and Protection (Scotland) Act 2007 Code of Practice 2014
- Northern Ireland - Adult Safeguarding Prevention and Protection in Partnership 2015
Safeguarding Board for Northern Ireland (SBNI) Framework

Many other pieces of UK and home nation legislation also affect adult safeguarding. These include legislation about different forms of abuse and those that govern information sharing. For example, legislation dealing with:

- | | |
|-----------------------------------|---|
| • Murder/attempted murder | • Modern slavery and Human exploitation |
| • Physical Assault | • Hate crime |
| • Sexual Offences | • Harassment |
| • Domestic Abuse/Coercive control | • Listing and Barring of those unsuitable to work with adults with care and support needs |
| • Forced Marriage | |
| • Female Genital Mutilation | |
| • Theft and Fraud | |

Each home nation also has legislation about the circumstances in which decisions can be made on behalf of an adult who is unable to make decisions for themselves:

- England and Wales - Mental Capacity Act 2005
- Scotland - Adults with Incapacity Act 2000

- Mental Capacity (Northern Ireland) 2016
- There are specific offences applying to the mistreatment of and sexual offences against adults who do not have Mental Capacity and specific offences where mistreatment is carried out by a person who is employed as a carer: e.g. wilful neglect and wilful mistreatment.

Definition of an Adult at Risk

The Safeguarding Adults legislation creates specific responsibilities on Local Authorities, Health, and the Police to provide additional protection from abuse and neglect to Adults at Risk.

When a Local Authority has reason to believe there is an adult at risk, they have a responsibility to find out more about the situation and decide what actions need to be taken to support the adult. In Scotland and Wales, the Local Authority can gain access to an adult to find out if they are at risk of harm for example, if that access is being blocked by another person.

The actions that need to be taken might be by the Local Authority (usually social services) and/or by other agencies, for example the Police and Health. An organisation may need to take action as part of safeguarding an adult, for example, to use the disciplinary procedures in relation to a member of staff or member who has been reported to be harming a participant. The Local Authority role includes having multi-agency procedures which coordinate the actions taken by different organisations.

An Adult at risk is

England (Care Act 2014)	Northern Ireland (Adult Safeguarding Prevention and Protection in Partnership 2015)
An adult at risk is an individual aged 18 years and over who: (a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND; (b) is experiencing, or at risk of, abuse or neglect, AND; (c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.	An adult at risk of harm is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect <u>may</u> be increased by their a) personal characteristics and/or b) life circumstances. a) Personal characteristics may include, but are not limited to age, disability, special educational needs, illness, mental or physical frailty or

Scotland (Adult Support and Protection Act 2007)	impairment of, or disturbance in, the functioning of the mind or brain.
An adult at risk is an individual aged 16 years and over who: a) is unable to safeguard their own well-being, property, rights or other interests, b) is at risk of harm, and c) because they are affected by disability, mental disorder, illness or physical or mental infirmity, is more vulnerable to being harmed than adults who are not so affected.	b) Life circumstances may include, but are not limited to, isolation, socio-economic factors and environmental living conditions. An adult in need of protection is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect <u>may</u> be increased by their: Personal characteristics <i>AND/OR</i> Life circumstances <i>AND</i>;
Wales (Social Services and Well Being Act 2014)	
An adult at risk is an individual aged 18 years and over who: a) is experiencing or is at risk of abuse or neglect, <i>AND</i>; b) has needs for care and support (whether or not the authority is meeting any of those needs) <i>AND</i>; c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.	c) who is unable to protect their own well-being, property, assets, rights or other interests; <i>AND</i> d) where the action or inaction of another person or persons is causing, or is likely to cause, him/her to be harmed. In order to meet the definition of an 'adult in need of protection' either (a) or (b) must be present, in addition to both elements (c), and (d)

Abuse and Neglect

Abuse is a violation of an individual's human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Any or all of the following types of abuse may be perpetrated as the result of deliberate intent, negligence, omission or ignorance.

We are committed to promoting the safety, dignity and rights of all adults, especially those with disabilities who may be at increased risk of abuse, neglect and exploitation. We recognise that everyone, including those with protected characteristics, has the right to live free from harm and to be treated with respect and care in environments that support their autonomy, voice and wellbeing.

There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

We are vigilant and proactive in identifying, reporting, and responding to all forms of abuse and neglect. Safeguarding legislation in each home nation lists categories of abuse differently however, they all include the following types of abuse:

- **Physical abuse** – such as hitting, pushing, or inappropriate restraint
- **Emotional or psychological abuse** – including threats, humiliation, or controlling behavior
- **Sexual abuse** – any non-consensual sexual contact or exploitation
- **Neglect** – failing to provide adequate food, hygiene, medical care, or support
- **Financial abuse** – misuse or theft of money or possessions
- **Institutional abuse** – poor care practices within settings such as group homes or day programs
- **Discriminatory abuse** – unfair treatment based on disability, race, gender, or other protected characteristics

Abuse can take place in any relationship and there are many contexts in which abuse might take place; e.g. Institutional abuse, Domestic Abuse, Forced Marriage, Human Trafficking, Modern Slavery, Sexual Exploitation, County Lines, Radicalisation, Hate Crime, Mate Crime, Cyber bullying, Scams. Some of these are named specifically within home nation legislations.

Abuse can take place within a musical context and the person causing harm might be any other person. For example: another artist, industry professional or a fan.

Some examples of abuse within the music community include:

- Harassment of a participant because of their (perceived) disability or other protected characteristics.
- Not meeting the needs of the participant e.g. working without a necessary break.
- One artist controlling another artist with threats of withdrawal from their partnership
- A professional or artist who sends unwanted sexually explicit text messages to a participant with learning disabilities.
- A participant threatens another participant with physical harm and persistently blames them for poor performance.

Abuse or neglect outside music could be carried out by:

- A spouse, partner or family member
- Neighbours or residents

- Friends, acquaintances or strangers
- People who deliberately exploit adults they perceive as vulnerable
- Paid staff, professionals or volunteers providing care and support

Often the perpetrator is known to the adult and may be in a position of trust and/or power.

Safeguarding is everyone's responsibility. If you suspect abuse or neglect, speak up. Protecting the rights and well-being of adults is not just our duty; it is our shared commitment.

Table 2

The Safeguarding Adults Legislation in each Home Country defines categories of adult abuse and harm as follows.

England (Care Act 2014)	Northern Ireland (Adult Safeguarding Prevention and Protection in Partnership 2015)
Physical Sexual Emotional/Psychological/Mental Neglect and acts of Omission Financial or material abuse Discriminatory Organisational / Institutional Self-neglect Domestic Abuse (including coercive control) Modern slavery	Physical Sexual violence Psychological / emotional Financial Institutional Neglect Exploitation Domestic violence Human trafficking Hate crime
Scotland (Adult Support and Protection Act 2007)	Wales (Social Services and Well Being Act 2014)
Physical Psychological Financial Sexual Neglect	Physical Sexual Psychological Neglect Financial

Signs and Indicators of Abuse and Neglect

An adult may confide to a member of staff, mentor, volunteer or another participant that they are experiencing abuse inside or outside of the organisation's setting. Similarly, others may suspect that this is the case.

There are many signs and indicators that may suggest someone is being abused or neglected. There may be other explanations, but they should not be ignored. The signs and symptoms include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- Person has belongings or money going missing.
- Person is not attending / no longer enjoying their sessions. You may notice that a participant in a band or act has been missing from practice sessions and is not responding to reminders from band members or other professionals.
- Someone losing or gaining weight / an unkempt appearance. This could be someone whose appearance becomes unkempt and there is a deterioration in hygiene.
- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions in contrast to their personal assistant whom they greet with a smile.
- Self-harm.
- A fear of a particular group of people or individual.
- A parent/carer always speaks for the person and doesn't allow them to make their own choices
- They may tell you / another person they are being abused – i.e. a disclosure

Wellbeing Principle

The concept of 'well-being' is threaded throughout UK legislation and is part of the Law about how health and social care is provided. Our well-being includes our mental and physical health, our relationships, our connection with our communities and our contribution to society.

Being able to live free from abuse and neglect is a key element of well-being.

The legislation recognises that statutory agencies have sometimes acted disproportionately in the past. For example, removing an adult at risk from their own home when there were other ways of preventing harm. In the words of Justice Mumby *'What good is it making someone safe when we merely make them miserable?'* What

price is dignity? (2010)

For that reason any actions taken to safeguard an adult must take their whole well-being into account and be proportionate to the risk of harm.

Person Centred Safeguarding/ Making Safeguarding Personal

The legislation also recognises that adults make choices that may mean that one part of our well-being suffers at the expense of another – for example we move away from friends and family to take a better job. Similarly, adults can choose to risk their personal safety; for example, to provide care to a partner with dementia who becomes abusive when they are disorientated and anxious.

None of us can make these choices for another adult. If we are supporting someone to make choices about their own safety we need to understand 'What matters' to them and what outcomes they want to achieve from any actions agencies take to help them to protect themselves.

The concept of 'Person Centred Safeguarding'/'Making Safeguarding Personal' means engaging the person in a conversation about how best to respond to their situation in a way that enhances their involvement, choice and control, as well as improving their quality of life, well-being and safety. Organisations work to support adults to achieve the outcomes they want for themselves. The adult's views, wishes, feelings and beliefs must be taken into account when decisions are made about how to support them to be safe. There may be many different ways to prevent further harm. Working with the person will mean that actions taken help them to find the solution that is right for them. Treating people with respect, enhancing their dignity and supporting their ability to make decisions also helps promote people's sense of self-worth and supports recovery from abuse.

If someone has difficulty making their views and wishes known, then they can be supported or represented by an advocate. This might be a safe family member or friend of their choice or a professional advocate (usually from a third sector organisation).

Table 1 The Principles of Adult Safeguarding in each home nation

Wales (Social Services and Well Being Act 2014)
The Act's principles are:

- **Responsibility** – Safeguarding is everyone’s responsibility.
- **Well-being** – Any actions taken must safeguard the person’s well-being.
- **Person-centred approach** – Understand what outcomes the adult wishes to achieve and what matters to them.
- **Voice and control** – Expect people to know what is best for them and support them to be involved in decision making about their lives.
- **Language** – Make an active offer of use of the Welsh language and use professional interpreters where other languages are needed.
- **Prevention** – It is better to take action before harm occurs.

Scotland (Adult Support and Protection Act 2007)

The Act’s principles are:

The overarching principle underlying Part 1 of the Act is that any intervention in an individual’s affairs should provide benefit to the individual and should be the least restrictive option of those that are available which will meet the purpose of the intervention.

This is supported by a set of guiding principles which, together with the overarching principle, must be taken account of when performing functions under Part 1 of the Act. These are:

- The wishes and feelings of the adult at risk (past and present);
- The views of other significant individuals, such as the adult’s nearest relative; their primary carer, guardian, or attorney; or any other person with an interest in the adult’s well-being or property;
- The importance of the adult taking an active part in the performance of the function under the Act;
- Providing the adult with the relevant information and support to enable them to participate as fully as possible;
- The importance of ensuring that the adult is not treated less favourably than another adult in a comparable situation; and
- The adult’s abilities, background and characteristics (including their age, sex, sexual orientation, gender, religious persuasion, racial origin, ethnic group and cultural and linguistic heritage).

Northern Ireland (Adult Safeguarding Prevention and Protection in Partnership 2015)

The Act’s principles are:

- **A Rights-Based Approach** – To promote and respect an adult’s right to be safe and secure; to freedom from harm and coercion; to equality of treatment; to the protection of the law; to privacy; to confidentiality; and freedom from discrimination.
- **An Empowering Approach** – To empower adults to make informed choices about their lives, to maximise their opportunities to participate in wider society,

to keep themselves safe and free from harm and enabled to manage their own decisions in respect of exposure to risk.

- **A Person-Centred Approach** – To promote and facilitate full participation of adults in all decisions affecting their lives taking full account of their views, wishes and feelings and, where appropriate, the views of others who have an interest in safety and well-being.
- **A Consent-Driven Approach** – To make a presumption that the adult has the ability to give or withhold consent; to make informed choices; to help inform choice through the provision of information, and the identification of options and alternatives; to have particular regard to the needs of individuals who require support with communication, advocacy or who lack the capacity to consent; and intervening in the life of an adult against his or her wishes only in particular circumstances, for very specific purposes and always in accordance with the law.
- **A Collaborative Approach** – To acknowledge that adult safeguarding will be most effective when it has the full support of the wider public and of safeguarding partners across the statutory, voluntary, community, independent and faith sectors working together and is delivered in a way where roles, responsibilities and lines of accountability are clearly defined and understood. Working in partnership and a person-centred approach will work hand-in-hand.

England (Care Act 2014)

The Act's principles are:

- **Empowerment** – People being supported and encouraged to make their own decisions and informed consent.
- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – The least intrusive response appropriate to the risk presented.
- **Protection** – Support and representation for those in greatest need.
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- **Accountability** – Accountability and transparency in delivering safeguarding.

Mental Capacity and Decision Making

We make many decisions every day, often without realising. UK Law assumes that all people over the age of 16 have the ability to make their own decisions, unless it has been proved that they can't. It also gives us the right to make any decision that we

need to make and gives us the right to make our own decisions even if others consider them to be unwise.

We make so many decisions that it is easy to take this ability for granted. The Law says that to make a decision we need to:

- Understand information
- Remember it for long enough
- Think about the information
- Communicate our decision

A person's ability to do this may be affected by things such as learning disability, dementia, mental health needs, acquired brain injury and physical ill health.

Most adults have the ability to make their own decisions given the right support however, some adults with care and support needs have the experience of other people making decisions about them and for them.

Some people can only make simple decisions like which colour T-shirt to wear or can only make decisions if a lot of time is spent supporting them to understand the options. If someone has a disability that means they need support to understand or make a decision this must be provided. A small number of people cannot make any decisions. Being unable to make a decision is called "lacking mental capacity".

Mental capacity refers to the ability to make a decision at the time that decision is needed. A person's mental capacity can change. If it is safe/possible to wait until they are able to be involved in decision making or to make the decision themselves.

For example:

- A person with epilepsy may not be able to make a decision following a seizure.
- Someone who is anxious may not be able to make a decision at that point.
- A person may not be able to respond as quickly if they have just taken some medication that causes fatigue.

Mental Capacity is important for safeguarding for several reasons.

Not being allowed to make decisions one is capable of making is abuse. For example, a disabled adult may want to take part in an activity but their parent who is their carer won't allow them to and will not provide the support they would need. Conversely the adult may not seem to be benefiting from an activity other people are insisting they do.

Another situation is where an adult is being abused and they are scared of the consequences of going against the views of the person abusing them. It is recognised in the law as coercion and a person can be seen not to have mental capacity because they cannot make 'free and informed decisions'.

Mental Capacity must also be considered when we believe abuse or neglect might be taking place. It is important to make sure an 'adult at risk' has choices in the actions taken to safeguard them, including whether or not they want other people informed about what has happened, however, in some situations the adult may not have the mental capacity to understand the choice or to tell you their views.

Each home nation has legislation that describes when and how we can make decisions for people who are unable to make decisions for themselves. The principles are the same.

- We can only make decisions for other people if they cannot do that for themselves at the time the decision is needed.
- If the decision can wait, wait – e.g. to get help to help the person make their decision or until they can make it themselves.
- If we have to make a decision for someone else then we must make the decision in their best interests (for their benefit) and take into account what we know about their preferences and wishes.
- If the action we are taking to keep people safe will restrict them then we must think of the way to do that which restricts to their freedom and rights as little as possible.

Many potential difficulties with making decisions can be overcome with preparation. A person needing support to help them make decisions whilst taking part in an arts organisation will ordinarily be accompanied by someone e.g. a family member or formal carer whose role includes supporting them to make decisions.

It is good practice to get as much information about the person as possible. Some people with care and support needs will have a 'One page profile' or a 'This is me' document that describes important things about them. Some of those things will be about how to support the person, their routines, food and drink choices etc. but will also include things they like and don't like doing. It's also important to have an agreement with the person who has enrolled the adult in the activity about how different types of decisions will be made on a day to day basis.

If a person who has a lot of difficulty making their own decisions is thought to be being abused or neglected you will need to refer the situation to the Local Authority, and this should result in health or social care professionals making an assessment of mental capacity and/or getting the person the support they need to make decisions.

There may be times when an organisation needs to make decisions on behalf of an individual in an emergency. Decisions taken in order to safeguard an adult who cannot make the decision for themselves could include:

- Sharing information about safeguarding concerns with people that can help protect them.

- Stopping them being in contact with the person causing harm.

Recording and Information Sharing

All organisation must comply with the Data Protection Act (DPA) and the General Data Protection Regulations (GDPR).

Information about concerns of abuse includes personal data. It is therefore important to be clear as to the grounds for processing and sharing information about concerns of abuse.

Processing information includes record keeping. Records relating to safeguarding concerns must be accurate and relevant. They must be stored confidentially with access only to those with a need to know.

Sharing information, with the right people, is central to good practice in safeguarding adults. However, information sharing must only ever be with those with a 'need to know'. This does **NOT** automatically include the persons spouse, partner, adult, child, unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the adult or if the adult does not have capacity to make that decision and family/ friends/ carers need to know in order to help keep the person safe.

The purpose of Data Protection legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection legislation allows information sharing within an organisation. For example:

- Anyone who has a concern about harm can make a report to an appropriate person within the same organisation
- Safeguarding meetings can take place to agree to co-ordinate actions by the organisation

There are also many situations in which it is perfectly legal to share information about adult safeguarding concerns outside the organisation. Importantly personal information can be shared with the consent of the adult concerned. However, the adult may not always want information to be shared. This may be because they fear repercussions from the person causing harm or are scared that they will lose control of their situation to statutory bodies or because they feel stupid or embarrassed. Their wishes should be respected unless there are over-riding reasons for sharing information.

The circumstances when we need to share information without the adult's consent include those where:

- it is not safe to contact the adult to gain their consent – i.e. it might put them or the person making contact at further risk.
- you believe they or someone else is at risk, including children.
- you believe the adult is being coerced or is under duress.
- it is necessary to contact the police to prevent a crime, or to report that a serious crime has been committed.
- the adult does not have mental capacity to consent to information being shared about them.
- the person causing harm has care and support needs.
- the concerns are about an adult at risk living in Wales or Northern Ireland (where there is a duty to report to the Local Authority).

This organisation is committed to ensuring that all records and information relating to safeguarding are handled with the highest standards of confidentiality, accuracy, and ethical responsibility. We recognise that effective safeguarding includes not only responding appropriately to concerns but also ensuring that any associated data is properly recorded, stored, and shared in accordance with legal obligations and best practices.

1. Dealing with Disclosures

- All disclosures of abuse or safeguarding concerns, whether verbal or written, must be recorded accurately, factually, and without delay.
- Staff, volunteers, and freelancers must follow the organisation's disclosure protocol, including the immediate reporting of concerns to the designated safeguarding lead (DSL).
- Personal opinions or assumptions should not be included in recorded disclosures. All records should be dated and signed.
- Confidentiality will be maintained at all times, sharing information only with those who need to know in order to protect the individual at risk.

2. Photography and Sharing Images

- Consent must be obtained from individuals (and, where appropriate, their parent or guardian) before taking or sharing photographs or video footage.
- Clear guidelines will be provided to all staff and volunteers regarding appropriate use of images, including the prohibition of personal devices for

photography during sessions.

- All images must be stored securely and only used for legitimate organisational purposes as specified in the consent form.
- No identifying information (e.g. full names or addresses) should accompany images shared publicly.

3. Whistleblowing Policy

- The organisation encourages all individuals to raise concerns about poor practice or potential abuse involving children or vulnerable adults.
- Whistleblowers will be protected from harassment, victimisation, or unfair treatment and can report concerns anonymously if necessary.
- Concerns can be reported to the DSL or an external safeguarding authority if preferred.
- All reports will be taken seriously, investigated thoroughly, and addressed in line with safeguarding procedures.

4. Managing Allegations Against Staff, Volunteers and Freelancers

- Any allegation made against staff, volunteers, or freelancers will be treated with utmost seriousness and reported immediately to the DSL.
- The organisation will follow statutory guidance and work in partnership with external agencies (e.g., Local Authority Designated Officer – LADO) as required.
- The person subject to the allegation will be informed in line with procedural fairness but only once it is safe to do so and does not compromise any investigation.
- Appropriate steps, including suspension where necessary, will be taken to protect all parties while the allegation is investigated.

When information is shared without the consent of the adult this must be explained to them, when it is safe to do so, and any further actions should still fully include them.

If you are in doubt as to whether to share information seek advice e.g. seek legal advice and/or contact the Local Authority and explain the situation without giving personal details about the person at risk or the person causing harm.

Any decision to share or not to share information with an external person or organisation must be recorded together with the reasons to share or not share information.

Multi-Agency Working

Safeguarding adults' legislation gives the lead role for adult safeguarding to the Local Authority. However, it is recognised that safeguarding can involve a wide range of organisations.

Bodies may need to cooperate with the Local Authority and the Police including to:

- Provide more information about the concern you have raised.
- Provide a safe venue for the adult to meet with other professionals e.g. Police/Social Workers/Advocates.
- Attend safeguarding meetings.
- Coordinate internal investigations (e.g. complaints, disciplinary) with investigations by the police or other agencies.
- Share information about the outcomes of internal investigations.
- Provide a safe environment for the adult to continue their activity/ their role in the organisation.

Section 3: Appendices

Appendix 1 – Example Role Description: Safeguarding Lead

The designated person within an organisation has primary responsibility for putting into place procedures to safeguard adults at risk, supporting industry and/or regional welfare/safeguarding leads, where relevant and for managing concerns about adults at risk.

Duties and responsibilities include:

- Working with others within the organisation to create a positive inclusive environment.
- Play a lead role in developing and establishing the organisation's approach to safeguarding adults and in maintaining and reviewing the organisation's implementation plan for safeguarding adults in line with current legislation and best practice.
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- Coordinate the dissemination of the safeguarding adult policy, procedures and resources throughout the organisation.
- Contribute to ensuring other policies and procedures are consistent with the organisation's commitment to safeguarding adults.
- Advise on the organisation's training needs and the development of its training strategy.
- Receive reports of and manage cases of poor practice and abuse reported to the organisation – including an appropriate recording system.
- Support the chair to co-ordinate the safeguarding practices and process.
- Manage liaison with, and referrals to, external agencies for example adult social-care services and the police.
- Create a central point of contact for internal and external individuals and agencies concerned about the safety of adults within the organisation.
- Provide advice and support to regional/county safeguarding/welfare officers and play a lead role in their recruitment, selection and training.
- Represent the organisation at external meetings related to safeguarding.

Appendix 2 – Case Management Groups

Case Management Groups comprise of a select number of individuals with identified and relevant skills, knowledge experience and/or status within the organisation and include at least one member with safeguarding adult expertise. The group's role and decision-making powers need to be embedded within the organisation's governance structure and be linked to related organisational functions such as codes of conduct, and the disciplinary policy and procedures.

The Directors receive regular reports from the Case Management Group summarising the cases that have been addressed and their outcomes, as well as any issues that require action by Tinderbox, e.g. changes to policy or procedures.

Case Management Groups should have clear terms of reference. They may be 'standing committees' who meet regularly or can be brought together as the need arises.

Case Management Group roles include:

- to ratify any actions already taken by Safeguarding Lead Officer.
- to initially assess and agree immediate response to a safeguarding case (does there appear to be a case to answer?).
- to identify appropriate 'route' for case (e.g. internal/ disciplinary action alone or referral to statutory agencies plus internal/ disciplinary action).
- to decide the level (from local to national) at which the organisation will deal with the concern.
- to consider the need for temporary/ interim suspension order (some organisations' Case Management Group issue suspensions directly, while others can only make recommendations to their disciplinary group).
- to review progress of case(s).
- to identify/ communicate learning from cases.

Case Management Groups' membership should include:

- A designated Chair
- A secretary (often the designated Safeguarding Lead).
- Managers from relevant parts of the organisation where appropriate e.g. Human Resources, Membership, Legal.
- Co-opted independent safeguarding expertise

Appendix 2 – Safeguarding Concern Management and Internal Safeguarding Panel

This appendix outlines the internal process for managing safeguarding concerns within Tinderbox, maintaining accountability, transparency, and safety.

1. Safeguarding Oversight Structure

- **Designated Safeguarding Lead (DSL):** Suzi Ireland (Artist Development)
- **Deputy DSL (DDSL):** Lucy Sheehan (Funding Guidance)
- **Safeguarding Support Member:** Ben Hampson (Production)

These individuals make up the **Internal Safeguarding Panel** and are responsible for managing, reviewing, and documenting safeguarding concerns. Where appropriate, advice may be sought from external safeguarding professionals (e.g., Local Authority or LADO).

2. Step-by-Step Process for Managing Concerns

a. Receiving a Concern

- Any concern or disclosure must be reported to the DSL immediately using the internal Safeguarding Concern Form.
- If the DSL is unavailable, the DDSL should take responsibility.

b. Recording the Concern

- The concern must be recorded factually, clearly, and without delay.
- Information should include dates, times, names, what was said or observed, and actions taken.
- Personal opinions must be avoided; only observed facts or direct disclosures should be included.

c. Initial Review and Risk Assessment

- The DSL (or DDSL) will assess:
 - Is the young person at immediate risk?
 - Does this meet the threshold for external referral (e.g., adult social care, police)?
 - Are any safeguarding measures needed (e.g., staff suspension, changes to service delivery)?

d. Internal Panel Consultation

- The DSL will consult with the DDSL and the Safeguarding Support Member where:
 - There is uncertainty about action
 - The concern is serious, repeated, or relates to a staff member or volunteer
- This ensures accountability and shared decision-making.

e. Decision and Action

- All actions taken will be recorded, including:
 - Whether the case is escalated
 - Who was consulted
 - Any referrals made
 - Immediate and follow-up actions
- Decisions must be documented using the Safeguarding Decision Log and signed by the DSL and at least one other panel member.

3. Confidentiality and Information Sharing

- Information is shared only on a need-to-know basis and in line with the Data Protection Act and safeguarding best practice.
- Records are stored securely in a restricted-access safeguarding folder (digital or physical).

4. External Escalation

- Where a safeguarding concern meets the threshold, the DSL will refer to:
 - **Adult Social Care Services** (if the individual is at risk of harm)
 - **Police** (if a crime may have been committed)
 - **Designated Officer (LADO)** if allegations involve staff or volunteers

5. Review and Learning

- Serious or complex cases will be reviewed by the Internal Safeguarding Panel once resolved to identify:
 - Lessons learned
 - Policy or procedural improvements
- This review will be documented and actioned in the safeguarding file.

Appendix 3 – Sources of Information and Support

Help Musicians

Life as a professional musician can be tough – when things go wrong, worries can quickly mount up. Help Musicians have many high quality resources for getting support with health and career concerns.

www.helpmusicians.org.uk/get-support/musicians-welfare

The Musicians Union

The MU is a community of over 35,000 musicians working to protect members' rights and campaign for a fairer music industry.

<https://musiciansunion.org.uk/>

Ann Craft Trust (ACT)

A national organisation providing information and advice about adult safeguarding. ACT have a specialist Safeguarding Adults in Sport and Activity team to support the sector

Tel: 0115 951 5400

Email: Ann-Craft-Trust@nottingham.ac.uk

www.anncrafttrust.org

Brighton and Hove

Help for an adult at risk of abuse or neglect

Tel: 01273 295555

Email: safeguardinghub@brighton-hove.gov.uk.

www.anncrafttrust.org

Men's Advice Line

For male domestic abuse survivors

Tel: 0808 801 0327

National LGBTQIA+ Domestic Abuse Helpline

Tel: 0800 999 5428

National 24Hour Freephone Domestic Abuse Helplines

England	Northern Ireland
Tel: 0808 2000 247 www.nationaldahelpline.org.uk/Contact-us	Tel: 0808 802 1414 www.dsahelpline.org Twitter: www.twitter.com/dsahelpline Facebook: www.facebook.com/dsahelpline
Scotland	Wales

Tel: 0800 027 1234 Email: helpline@sdaafmh.org.uk Web chat: sdaafmh.org.uk	Llinell Gymorth Byw HebOfn/ Live free from fear helpline Tel: 0808 8010 800 Type Talk: 18001 0808 801 0800 Text: 078600 77 333
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Rape Crisis Federation of England and Wales

Rape Crisis was launched in 1996 and exists to provide a range of facilities and resources to enable the continuance and development of Rape Crisis Groups throughout Wales and England.

Email: info@rapecrisis.co.uk

www.rapecrisis.co.uk

Scope

Scope's helpline provides free, independent and impartial advice and support on issues that matter to disabled people and their families.

Tel: 0808 800 3333 (Helpline)

Email: helpline@scope.org.uk

www.scope.org.uk/helpline

Respond

Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Tel: 020 7383 0700 or

0808 808 0700 (Helpline)

Email: services@respond.org.uk

www.respond.org.uk

Stop Hate Crime

Works to challenge all forms of Hate Crime and discrimination, based on any aspect of an individual's identity. Stop Hate UK provides independent, confidential and accessible reporting and support for victims, witnesses and third parties.

24 hours service:

Telephone: 0800 138 1625

Web Chat: www.stophateuk.org/talk-to-us/

E-mail: talk@stophateuk.org

Text: 07717 989 025

Text relay: 18001 0800 138 1625

By post: PO Box 851, Leeds LS1 9QS

Susy Lamplugh Trust

The Trust is a leading authority on personal safety. Its role is to minimise the damage caused to individuals and to society by aggression in all its forms – physical, verbal and psychological.

Tel: 020 83921839

Fax: 020 8392 1830

Email: info@suzylamplugh.org

www.suzylamplugh.org

Victim Support

Provides practical advice and help, emotional support and reassurance to those who have suffered the effects of a crime.

Tel: 0808 168 9111

www.victimsupport.com

Women's Aid Federation of England and Wales

Women's Aid is a national domestic violence charity. It also runs a domestic violence online help service.

www.womensaid.org.uk/information-support