

Stage Stars®



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STAGE STARS

Safeguarding & Child Protection Policy (England)

1. Policy Statement

Stage Stars is fully committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults participating in our theatre activities.

We recognise our duty of care under relevant UK legislation including the Children Act 1989 & 2004, Working Together to Safeguard Children, The Safeguarding Vulnerable Groups Act 2006, The Protection of Freedoms Act 2012, and the Data Protection Act 2018.

Although Stage Stars operates as a non-profit sole trader organisation, we adopt safeguarding standards equivalent to charities and incorporated organisations.

The welfare of the child is paramount.

2. Scope of Policy

This policy applies to all volunteers, workshop leaders, guest tutors, chaperones, production team members, and any adult working on behalf of Stage Stars.

It covers all activities delivered at Notre Dame School Hall, Plymouth, any hired theatre venue, off-site rehearsals, performances, and relevant online communication.

3. Designated Safeguarding Lead (DSL)

Name: Scott Wieprecht

Role: Designated Safeguarding Lead

The DSL is responsible for managing safeguarding concerns, maintaining confidential records, liaising with Plymouth Multi-Agency Safeguarding Hub (MASH), and ensuring all volunteers understand safeguarding procedures.

Plymouth MASH: 01752 668000

Emergency: 999

4. Types of Abuse Recognised

Stage Stars recognises physical abuse, emotional abuse, sexual abuse, neglect, child-on-child abuse, online exploitation, grooming, and radicalisation as safeguarding concerns.



5. Recognising Concerns

Volunteers must remain alert to unexplained injuries, behavioural changes, inappropriate sexualised behaviour, fearfulness, or direct disclosures of harm. Volunteers must not investigate concerns but record and report them immediately.

6. Responding to a Disclosure

If a child discloses abuse:

- Stay calm and listen.
- Do not promise confidentiality.
- Reassure the child they have done the right thing.
- Record exactly what was said.
- Report immediately to the DSL.

If a child is in immediate danger, call 999.

7. Reporting Procedure

All safeguarding concerns must be reported to the DSL immediately and recorded in writing within 24 hours. The DSL will assess risk and refer to Plymouth MASH where necessary. Parents will be informed unless doing so places the child at further risk.

8. Safer Recruitment

Stage Stars implements safer recruitment practices including Enhanced DBS checks where required, identity verification, references where appropriate, clear role descriptions, and probationary periods for volunteers.

9. Code of Conduct Summary

All adults must maintain professional boundaries, avoid unnecessary one-to-one situations, avoid personal social media contact with under-18s, use appropriate language, and ensure safe supervision at all times.

10. Supervision Ratios

Stage Stars aims to maintain the following supervision ratios:

Ages 4–8: 1 adult to 8 children

Ages 9–12: 1 adult to 10 children

Ages 13–18: 1 adult to 15 children

A minimum of two adults will be present at all sessions.

11. Photography & Online Safety

Written parental consent is required for photography and filming. Children will not be identified by full name online. No private messaging between volunteers and children is permitted from private accounts.

12. Managing Allegations Against Adults

Allegations must be reported to the DSL immediately. The DSL will contact the Local Authority Designated Officer (LADO) where appropriate. Confidentiality will be maintained throughout.

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13. Confidentiality & Record Keeping

Safeguarding records will be stored securely, accessed only by the DSL, and retained in line with data protection legislation.

14. Policy Review

Policy Adoption Date: 18 February 2026

Next Review Date: 18 February 2027

Signed:

Scott Wieprecht

Designated Safeguarding Lead

Stage Stars