

Soundtruism and Uni Pod Festival Safeguarding Policy

Soundtruism employees, if working with children will be required to complete the NSPCC online course entitled child protection online training package for the voluntary, community and charity sectors in the UK [Safeguarding training package for the voluntary and community sector | NSPCC Learning](#)

This Policy is for, but is not limited to:

- Soundtruism employees, full-time or part-time
- those on a fixed term or temporary contract
- freelancers, contractors or consultants
- volunteers or interns

We all have a duty to protect children (under 18) and adults at risk from harm, abuse, and exploitation.

This Policy outlines the moral and legal expectations to protect children and adults at risk from harm and in addition the actions required to uphold Soundtruism values, thus reducing the risk of reputational damage or legal liability. Soundtruism takes allegations against employees and contractors regarding children and adults at risk, extremely seriously and will take appropriate action. This may include referral to an external agency such as the police or Local Authority and the Disclosure and Barring Service (DBS).

Soundtruism will respond to allegations of physical harm or emotional abuse, as defined by the NSPCC: [Child abuse and neglect | NSPCC Learning](#).

Child Performance Licenses

The following circumstances require an application for a Child Performance Licence:

https://www.birmingham.gov.uk/info/50075/children_in_entertainment_and_employment/1092/child_performance_licence/2

1. If the child is being paid. However, a performance license may be required whether or not the child is paid.
2. Appearing in a recording for use in a broadcast intended for public exhibition, e.g., a live stage performance recorded for a cinema screening, a feature film, a video or sound recording of a performance on a website.
3. Appearing in any live broadcast performance, for example, a television or radio broadcast, or internet streaming.
4. Appearing in any performance on premises licensed to sell alcohol, e.g., in a hotel, a pub, or a theatre.
5. Appearing in any performance for which a charge is made, whether for admission or otherwise.

The essential things that all those working with children for Soundtruism must do or not do

High-level mandatory requirements include:

Call 999 if a child or adult at risk is in immediate danger.

Report any concerns about the safety or well-being of a child or adult with senior level employees or the founder. When working with the BBC, these concerns can be escalated to BBC Commissioning Editors working with Indies (Independent Production Companies).

Before involving children under the age of 16 in any media related activity, written consent must be obtained through the Soundtruism online consent form with the person who has parental responsibility. <https://forms.gle/4eVP4sRf62uqpJdL9>

Safeguarding risks will be considered when planning any activity with children or adults at risk. Soundtruism prioritises the physical, emotional, and mental wellbeing of these contributors. A child or adult at risk's welfare takes priority over any editorial need.

Children must be supervised by a licensed advocate, parent or guardian and Soundtruism employees should not be alone with a child.

Training course for chaperones - [Protecting children in entertainment training for chaperones | NSPCC Learning](#)

A supervision ratio of one licensed chaperone per six children (1:6) will be adhered to.

Soundtruism adheres to 'Safer Recruitment' practices whereby:

Adults recruited (aged 16+ for the purpose of criminal records checks) are subject to checks to assess whether they are suitable to work safely with children. These may include:

- DBS Criminal records checks for eligible adults
- Background checks including social media verification
- Responding to concerns identified through criminal record / background checks and assessing risk
- Engagement of licensed chaperones only
- Following up on references to confirm suitability

Training course on safer recruitment - [Safer recruitment training: online and in-person | NSPCC Learning](#)