

VULNERABLE ADULT PROTECTION POLICY

POLICY STATEMENT

A ‘Vulnerable Adult’ is defined as;

“a person who is, or who may be, in need of community care services by reason of mental or other disability, age or illness; and who is, or may be, unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.”

Good Practice With Vulnerable Adults”, Jackie (EDT) Prichard, Jessica Kingsley Publishers

Backstage Theatre operates a Vulnerable Adult Protection Policy which is subject to regular review. Backstage Theatre has a responsibility to ensure all vulnerable adults attending any of the organisation’s events and activities are accompanied by at least one other appointed adult who is aware of, and will follow, Backstage Theatre’s Vulnerable Adult Protection Policy. The vulnerable adults must be supervised at all times during the organisation’s events and activities to ensure against their involvement in activities which are considered dangerous or disadvantageous in some way(s).

As far as is possible, Backstage Theatre will endeavour to ensure that all staff and volunteers have current satisfactory Garda checks completed before they work with participants considered to be ‘vulnerable adults’ as part of Backstage Theatre projects and events. Where this is not possible, efforts will be made to acquire accurate and satisfactory references from previous employers.

STAFF AND VOLUNTEERS’ CODE OF BEHAVIOUR

A code of behaviour is in place which staff (whether full-time or part-time) or volunteers (whether full-time or part-time) must strictly adhere to at all times during Backstage Theatre events and activities. (This code can help minimise the risk of abuse or harm to vulnerable adults during Backstage Theatre events and activities as well as help protect all staff and volunteers from false accusation.)

This code of behaviour insists that staff and volunteers must not spend excessive amounts of time alone with vulnerable adults and should, conversely, endeavour to avoid situations where this may arise. Any necessary meetings with vulnerable adults should be conducted as openly as possible with the awareness of other staff, volunteers and/or other adults present. Where possible, it is preferred that any necessary meetings are conducted within sight of other staff, volunteers and/or other adults present. Should any meetings be deemed to require privacy, doors to the rooms where the meetings are conducted must be left open (propped open, if necessary).

Staff/Volunteers must NOT:

- Engage in games of a physical nature unless as vital elements of drama/art workshops or structured sports activities. (In the planning of drama/art workshops and sports activities, staff/volunteers should attempt, where possible, to avoid activities which require such physical contact.)
- Engage or allow inappropriate physical contact with, or make sexually suggestive comments to, vulnerable adults.
- Perform tasks, involving physical contact, for vulnerable adults which they are capable of doing themselves.

Please note that all the above policies apply whether activities or events are conducted in any premises or venues both indoor and outdoor, as well as during travel to and from any other premises/venues, as part of Backstage Theatre activities or events.

PARENTAL/CARER RESPONSIBILITY

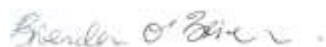
Parents/Carers have an obligation to inform Backstage Theatre staff of any of the following that may impede on the positive experience or safety of their child or vulnerable adult when becoming involved in activities or events;

- Any relevant medical history should be disclosed to the Co-ordinator and, on a need-to-know basis, to staff, volunteers or arts facilitators.
- Correct information as to the designated carer and collector of children/older people from activities and/or events should be disclosed to staff, volunteers or facilitators.
- Where applicable, all parents/carers must adhere to timetables with regard to “drop off and pick up” times in relation to attending events & activities.
- Any family history that is impacting negatively on the child/adult in their care, which may cause behavioural issues to arise, should be disclosed, if possible, to staff, volunteers or facilitators, with a proviso that all information is confidential.
- Any special needs, e.g. dietary, social, educational should be made known to staff, volunteers or facilitators.
- In the case of a medical emergency, the name of Family Doctor should be offered to staff, volunteers or arts facilitators.
- In the case of an emergency, medication can only be given by staff, volunteers or arts facilitators while under the supervision of the parent/carer, unless a letter of permission is offered from the child or vulnerable adult’s parent/carer with full instructions.

Provided that all Backstage Theatre policies and procedures are adhered to, it is the wish of Backstage Theatre staff and board of Directors that staff and volunteers encourage vulnerable adults to participate in activities and help them to develop their own ideas and skills as well as experience the many other positive outcomes, both personally and socially, acquired by participation in such activities.

This policy fulfils the requirements of the legislation and embraces the principles of best practice in relation to Vulnerable Adult Policies and procedures in Ireland.

Adopted as agreed on behalf of Backstage Theatre:



Chairperson



Artistic Director