



# The MATA Regal Theatre Co Ltd



## Child Protection and Safeguarding Policy The MATA Regal Theatre Co Ltd Child Protection Policy January 2026

### 1. INTRODUCTION

The MATA Regal Theatre Co Ltd (*later in this document known as the Regal Theatre*), has a duty of care to safeguard all children, young people and vulnerable adults who participate in its projects. We are fully committed towards providing an open and safe environment where all participants are always treated with respect and dignity and can thrive to meet their full potential.

#### **The Regal Theatre believes that:**

- All staff and volunteers involved in our work have a responsibility and should be clear on how to report concerns to the appropriate officer
- The welfare of children is paramount in all the work we do and in all the decisions we take
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

#### **The Regal Theatre will ensure that:**

- All children and vulnerable adults will be treated equally, with respect and dignity
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- The welfare of each child and vulnerable adult will always be put first
- A balanced relationship based on mutual trust will be built which empowers the children to share in the decision-making process
- Enthusiastic and constructive feedback will be given rather than negative criticism
- Bullying of any type will not be accepted or condoned
- All adult members of the charity provide a positive role model for dealing with other people

- Action will be taken to stop any inappropriate verbal or physical behaviour
- It will keep informed of changes in legislation and policies for the protection of children
- It will undertake relevant development and training

## 2. RESPONSIBILITIES OF THE REGAL THEATRE AND MEMBER COMPANIES

At the outset of any production involving children and vulnerable adults, the Regal Theatre or member company will:

- Identify their Designated Safeguarding Lead for safeguarding, or in the case of a Regal Theatre run show the Regal Theatre DSL
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- Engage in effective recruitment of chaperones and other individuals with responsibility for children and vulnerable adults (*see below*)
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- Know how to get in touch with the local authority social services, in case it needs to report a concern (*See below*)
- Be aware of the correct Regal Theatre reporting procedures if concerned about a child or vulnerable adult's welfare

## 3. SUSPICION OF ABUSE

- If you see or suspect abuse of a child while in the care of the Regal Theatre, Member Company or Visiting Group please make this known to the person with responsibility for child protection, then it must be reported to the DSL. If you suspect that the person with responsibility for child protection is the source of the problem, you should make your concerns known to the Regal Theatre chair (Victoria Thomas on 07778 003530 or [chair@regaltheatre.co.uk](mailto:chair@regaltheatre.co.uk))
- A note must be made for your own records of what you witnessed as well as your response, in case there is follow-up in which you are involved. This must be done as soon as possible.
- If a serious allegation is made against any member, chaperone, venue staff etc., that individual will be suspended immediately until the investigation is concluded. The individual will be excluded from the

theatre, rehearsal rooms etc. and will not have any unsupervised contact with any other children in the production.

## 4. DISCLOSURE OF ABUSE

If a child confides in you that abuse has taken place, act in accordance with the “4 R’s” **Recognise, Respond, Record, Report**:

- You should be alert to the possibility of abuse and be able to **recognise** the signs of abuse.
- You should listen carefully and not ask any leading questions. When you **respond**, never agree to keep anything you have been told secret or try to handle the issue by yourself.
- Write down and **record** what you have seen or heard immediately after the incident or conversation. If recording a disclosure, try to use their words.
- **Report** what you have seen or heard to the person responsible for the child or adult at risk (e.g. a teacher) unless the information refers to that individual. Also report what you have seen or heard to the Designated Safeguarding Lead in writing via email to [DSL@regaltheatre.co.uk](mailto:DSL@regaltheatre.co.uk), calling 07989 542911.
- In an emergency, or if someone is at immediate risk, dial 999.

## 5. SAFER RECRUITMENT

We believe that Safer Recruitment of our volunteers is vital in safeguarding and protecting children and young people. The Regal Theatre recognises that anyone may have the potential to abuse children and young people and that all reasonable steps are taken to ensure unsuitable people are prevented from working with children and young people.

**The Regal Theatre commits to the following:**

- That all volunteer job requirements and responsibilities are clearly explained.
- Any volunteer working with children or vulnerable adults will be required to undergo an enhanced DBS check
- To state in all recruitment information the following statement:  
*‘The MATA Regal Theatre Co Ltd is an organisation that takes the safeguarding of children and young people seriously’*

## 17. CONTACT DETAILS

### **Nominated Designated Safeguarding Lead**

**Name:** Lorraine Ahern  
**Phone/email:** DSL@regaltheatre.co.uk

**NSPCC Helpline:** 01808 800 5000

The Police may be contacted on 01643 703361 or 01275 818181  
You can contact the police directly by dialling 101 and they will discuss with Children's Social Care what action should be taken.  
**In an emergency always contact the police by dialling 999.**

## 18. REVIEW

We are committed to reviewing our policy and good practice annually. This policy will be reviewed by the The MATA Regal Theatre Co Ltd Board, the next review will be in January 2027.

Signed on: 29<sup>th</sup> April 2026  
Signature: .....  
Trustee and Designated Safeguarding Lead for  
The MATA Regal Theatre Co Ltd