



**ST JOHN'S COLLEGE, CAMBRIDGE
CHAPEL & CHOIRS DEPARTMENT**

**SAFEGUARDING AND CHILD PROTECTION POLICY
FOR THE SUPERVISION AND CARE OF
THE CHORISTERS AND PROBATIONERS**

GENERAL POLICY

Date: November 2023
Review Date: November 2024

1. General statement

The Chapel & Choirs Department Safeguarding Policy is separate from St John's College Safeguarding Children and Vulnerable Adults Policy and relates to activities within the Chapel & Choirs Department only.

The Governing Body of St John's College recognises its responsibility to have arrangements for safeguarding and promoting the welfare of the Choristers and Probationers whilst in the care of the College.

The Chapel & Choirs Department will adopt and follow the terms of St John's College School Safeguarding and Child Protection Policy (Appendix B) insofar as it relates to the Choristers and Probationers when involved in activities with the Choir.

The College, in liaison with the St John's College School Head, will make arrangements for the Choristers and Probationers in accordance with current statutory requirements in force for the care of children whilst in an educational establishment. These arrangements will mirror those arrangements adopted by St John's College School and its Safeguarding Policy which can be found [here](#).

The College Officer with responsibility for Safeguarding and Child Protection matters in the Chapel & Choirs Department is the Dean of Chapel. The Dean of Chapel is responsible for:

- Carrying out an annual review of the Chapel & Choirs Department's Safeguarding and Child Protection Policy for the Supervision and Care of the Choristers and Probationers. The review shall be undertaken during the Michaelmas Term in consultation with the St John's College School Head. Amendments will be reviewed by the Choirs Advisory Committee during the Michaelmas Term and approved by the Council as soon as practicable thereafter. The Policy will be included in the Standing Orders of the College
- In conjunction with St John's College School annually planning any necessary or desirable developments in matters relating to safeguarding and child protection, to coincide with the College's budgetary planning cycle
- In conjunction with St John's College School arranging regular safeguarding and child protection training for all Chapel & Choirs Department personnel and ensuring that safeguarding and child protection training is included in the College's induction procedure for Chapel & Choir personnel
- Health & Safety in relation to the Chapel and Song School, and for external visits and overseas tours
- Risk Assessments in relation to the Choristers and Probationers activities in the Chapel and Song School, and for external visits and overseas tours.

2. Day-to-day supervision

The supervision of the Choristers and Probationers whilst in College is the responsibility of the School, which works closely with the College and, in particular, the Director of Music. There will always be two members of School Staff in attendance when the Choristers are in College.

Except when under supervision in the Chapel, when moving between the Chapel, the Song School, the Forecourt Porters' Lodge and St John's College School, or when under direct supervision elsewhere in the College, the Choristers and Probationers must remain, while on the College premises, within the Song School.

The St John's College School Policy for Staff Supervision of Choristers in College will be adhered to at all times. A copy of the Policy is at Appendix C.

Weekly meetings shall be organised between the Director of Music and the St John's College School Head to consider and discuss the Choristers' and Probationers' welfare, progress and commitments. The Director of Music and St John's College School Head are in regular contact with Chorister and Probationer parents.

3. Child Protection

A member of staff or member of the College Choir must immediately refer any concerns about possible abuse or any disclosure made to them by a Chorister or Probationer to the Dean of Chapel or School Head.

The Dean of Chapel or the School Head are personnel to whom a member of staff or member of the College Choir must immediately refer any concerns about possible abuse or any disclosure made to them by a Chorister or Probationer

4. Safe Recruitment Policy

St John's College will adopt and follow the processes of St John's College School Safer Recruitment Policy (Appendix D) when recruiting to the following posts within the Chapel & Choir Department:

Dean of Chapel
Chaplain
Chapel Clerk
Assistant Verger
Chapel Cleaner
Director of Music
Director of St John's Voices
Departmental & Touring Manager
Choir Marketing, Media & Recruitment Officer
Assistant Administrator
Choir Librarian
Singing Teacher to the Choristers
Lay Clerks
Organ Students
Choral Students
Volunteer members of the Choir

Personnel appointed to the following management positions will be subject to Section 128 checks:

Dean of Chapel
Chaplain
Director of Music
Director of St John's Voices
Departmental & Touring Manager

A streamlined process of Disclosure & Barring Service (DBS) checks and references will be adopted for regular volunteer members of the Clergy, and other persons who accompany Choir Tours.

5. Guidance for Staff and Organ Students

The College will make the following policies available to Chapel & Choir personnel and the Organ Students via the Choir's website:

- Chapel & Choirs Department Safeguarding and Child Protection Policy on the Supervision and Care of the Choristers
- College School Safeguarding and Child Protection Policy and Guidance for Staff
- Keeping Children Safe in Education Part 1 and Annex B September 2023
- Chapel Health & Safety Policy

This information will be updated annually during the Michaelmas Term.

The following policies are available to Chapel & Choir personnel and the Organ Students via the College's website:

- College Safeguarding Children and Vulnerable Adults Policy
- College Health & Safety Policy

- Whistleblowing Policy

In addition, Chapel & Choir Personnel and the Organ Students will be required to attend basic training on appointment and refresher training every two years following appointment. This training will be provided by the College School.

6. Guidelines for Lay Clerks, Choral Students and Volunteers

St John's College School provides a document, updated annually, containing guidelines on safeguarding and child protection for circulation to the Lay Clerks, Choral Students and Volunteers. In addition, the Lay Clerks, Choral Students and Volunteers will be required to attend a child protection seminar organised by St John's College School at the beginning of each academic year.

7. Health and safety

The College Officer with overall responsibility for Health and Safety in the College is the Domestic Bursar. The College Officer with responsibility for Health and Safety in the Chapel is the Dean of Chapel. Day to day management of Health and Safety issues in the Chapel and Song School is the responsibility of the Chapel Clerk.

The College Statement of general policy required by the Health & Safety at Work Act, 1974 and The Management of Health and Safety at Work Regulations, 1999 (and all other relevant legislation) will be adhered to at all times.

The Chapel Health & Safety policy (Appendix F), which also covers the Song School, will also be adhered to at all times.

The Departmental & Touring Manager will liaise regularly with the St John's College School Nurse to discuss special medical conditions relating to the Choristers and Probationers. Arrangements for emergency medical care for the Choristers or Probationers when on the College premises will be managed by the St John's College School Staff on duty in line with St John's College School Policy on the Supervision of the Choristers in College (see Appendix C).

Any accidents involving a Chorister or Probationer while on College premises will be subject to the normal College reporting procedures. A copy of the accident report will be sent without delay to St John's College School. A report of any accident to a Chorister on tour will be made to the St John's College School Head in writing by the Director of Music.

In accordance with College policy on fire drills, the Chapel Clerk will arrange for fire drills to be conducted in the Chapel and Song School at the beginning of each term, and for instruction in fire drills to be given as they consider appropriate.

8. Risk Assessments

The requirements in the College Risk Assessment for Chorister and Probationer activities whilst on the College premises (Appendix G) will be adhered to at all times.

The requirements in the St John's College School Risk Assessment (Appendix H) and Availability of Choristers for engagements and tours (Annex (i)) will be adhered to at all times.

The College will carry out Risk Assessments identical to those carried out in respect of School trips organised by St John's College School for all Choir tours and external visits.

9. Equal Opportunities

St John's College is a community in which no person is treated less favourably than another because of a protected characteristic (sex, gender reassignment, marital or civil partner status, pregnancy and maternity, race, nationality, ethnic or national origin, colour, disability, sexual orientation, religion or belief, or age), or disadvantaged by conditions or requirements which cannot be shown to be justifiable.

The College will take active steps to promote good practice. In particular it will have due regard to the need:

- to promote equality of opportunity;
- to promote good relations between people of different backgrounds;
- to eliminate discrimination related to protected characteristics wherever it may occur;
- to assess the impact of its policies on under-represented groups, including those possessing protected characteristics, and to consider whether its policies help to achieve equality of opportunity for all these groups or have an adverse impact;
- to promote an inclusive culture, good management practice, and development of best practice, policies, and training;
- to take positive action wherever possible to support this policy and its aims.

The College will meet all statutory obligations under relevant legislation. The policy will be amended as appropriate to meet the demands of future legislation.

10. SEND (Special Educational Needs and Disability Code of Practice) and Accessibility Policy

The Director of Music will consult the St John's College School Head about the special needs and disabilities of Choristers and Probationers, both at the time of recruitment to and for any problems which arise during their time with the Choir. The College will make every practicable effort to accommodate the specific requirements of Choristers and Probationers with special needs or disabilities.

The Chapel & Choirs Department Accessibility Policy is attached at Appendix I. The Council, by C.M.3325/7(b) of 10 July 2008 agreed that there was no legal requirement for the College to adopt an Accessibility Plan.

11. Whistleblowing

The College's Whistleblowing Policy (Appendix J) is included in the Staff Handbook.

12. Policy for Choir tours and other external events

The College's Policy for tours and other external events (Appendix K) and St John's College School Choir Tour Policy for Planning and Management of the Choristers (Appendix L) will be adhered to at all times.

November 2023