

THE OLD VIC

Safeguarding Policy

Version	2
Last updated	March 2026
Review frequency	Annually
Next review required	March 2027
Person/s responsible	Hannah Fosker, Education & Community Director, Designated Safeguarding Lead Dan Kujawski, Operations Director, Safeguarding Deputy Sam Sargent, General Manager, Safeguarding Deputy
Associated Policies	Safeguarding Training Policy Victims of Domestic Abuse Policy Data Protection Policy Social Media Policy DBS Policy

Table of Contents

SECTION 1 – INTRODUCTION

1.	Policy Statement & Scope	2
2.	Definitions	2
3.	Our Commitment.....	2
4.	General Principles.....	3
5.	Disclosure and Barring Service (DBS) checks	4
6.	Training	4
7.	Images of Children and Adults at Risk	4
8.	Engaging with Children and Adults at Risk	5
9.	Communications Beyond The Old Vic.....	5
10.	Public Performances/Events at The Old Vic	5
11.	Schools Activities	6
12.	School Holiday Courses	6
13.	Activities for Young People Aged 16+ and adults at risk	7
14.	Working with Actors Who Are Children	7
15.	Key Principles of Safeguarding Adults at Risk	8
16.	Person Centred Safeguarding / Making Safeguarding Personal.....	9
17.	The Reporting Process.....	9
18.	Escalating Concerns	11
19.	Information Sharing & Confidentiality	12
20.	Consequences of Breaching Policy.....	13
21.	Updating this Policy.....	13
22.	Further Information	13

23. Finally.....	13
Appendix 1: Expanded Definitions & Legislation	14
Appendix 2: Safeguarding Concern Record	21
Appendix 3: Engaging with Children and Adults at Risk: Dos and Don'ts	23
Appendix 4: How to Respond to a Disclosure Made to You by a Child or an Adult at Risk.....	23
Appendix 5: Preventing Extremism and Radicalisation	25
Appendix 7: Safeguarding & Safety Concern Flowchart	27

SECTION 1 – INTRODUCTION

1. Policy Statement & Scope

At The Old Vic, we recognise that we have safeguarding obligations in respect of our staff, our beneficiaries and others who come into contact with us through our work. Our obligations to our staff and the artists who work with us are documented in our Cultural Statement and our Staff Handbook. The steps we take to safeguard those who visit our theatre are set out in our “What You Need to Know” page on our website.

We recognise that we have particular responsibilities in respect of children and adults at risk who access our services. All children and adults at risk have the right to live free from abuse of any kind and we will strive to ensure that children and adults at risk who access our services are kept safe and free from harm. This policy sets out our commitment to safeguarding children and adults at risk in our care and the steps we will take to meet our responsibilities. The steps we take to ensure a safe and happy place of work for all adults are reflected in our policies.

2. Definitions

CHILDREN

In England a child is defined as anyone who has not yet reached their 18th birthday. In this context, safeguarding is the protection of children from harm and taking pre-emptive action to keep them safe.

ADULTS AT RISK

An adult at risk is defined by the Care Act 2014 as a person 18 and over who:

- Has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- Is experiencing, or at risk of, abuse or neglect;
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

3. Our Commitment

This policy has been developed in accordance with the requirements and principles established by the relevant legislation and statutory guidance and applies to those who work for The Old Vic, including trustees, employees, volunteers and consultants and those who work with The Old Vic, including external partners.

We are committed to protecting children and adults at risk in all of our activities, whether they are working in our theatre, participating in or observing education, community or other workshops or performances, or performing on stage or at another site under The Old Vic's control.

The Old Vic takes concerns in this area very seriously and is dedicated to ensuring they are acted upon. Failure to follow this policy may lead to disciplinary action, termination of contract or other action to ensure that children and adults at risk are protected.

All safeguarding concerns must be reported immediately to the Safeguarding Lead, or in their absence a Safeguarding Deputy. All concerns and allegations of abuse will be taken seriously.

Remember: safeguarding is everyone's responsibility. If you have a concern, do not assume someone else will address it. Do not think 'this is none of my business'.

All staff will receive safeguarding training relevant to their role.

A note about terminology: The term 'adults at risk' is used throughout this policy. While we acknowledge that 'adults at risk' (those with vulnerabilities) may be at additional risk of harm, this may not always be apparent, and we are conscious that any adult could be at risk of harm at some point in their life. Our approach is therefore to encourage a culture of safeguarding that recognises the importance of keeping everybody safe.

In relation to safeguarding adults at risk, The Old Vic commits to taking action that is consistent with the principles of adult safeguarding; ensuring that it is prompt, proportionate and that it includes and respects the voice of the adult concerned.

If you have questions about any aspect of this policy you should speak to:

- Designated Safeguarding Lead (Hannah Fosker), hannah.fosker@oldvictheatre.com
- Safeguarding Deputy (Dan Kujawski), dan.kujawski@oldvictheatre.com
- Safeguarding Deputy (Sam Sargent), sam.sargent@oldvictheatre.com
- The safeguarding team can also be contacted on safeguarding@oldvictheatre.com or via stage door on 0207 928 2651.

4. General Principles

The guidance given in this policy is based on the following principles:

- We will safeguard and promote the wellbeing and welfare of children and adults at risk and protect their rights to live in safety, free from abuse and neglect, maltreatment or impairment of health or development;
- We will value, listen to and respect children and adults at risk in considering their needs;
- That all people, regardless of age, ability, gender, racial heritage, religious belief, sexual orientation, culture or identity, have a right to equal protection from all types of harm or abuse and no person or group of people should be treated less favourably than others in being able to access services which meet their particular needs;
- We recognise that some children and adults at risk are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues;
- We recognise that working in partnership with children and adults, parents, carers and other agencies is essential in promoting the welfare of children and adults at risk;
- We recognise that there are particular safeguards that should be implemented when engaging with children or adults at risk online;
- We will make this policy available to children, parents, adults at risk and carers;

- We will take all concerns and any allegations of abuse seriously and respond appropriately. This may include referring a concern or allegation to children’s social care services, safeguarding adults team, the Local Authority Designated Officer or the police;
- We are committed to safer recruitment and selection for all trustees, staff, contractors and volunteers who have direct contact with children and adults at risk accessing our programmes;
- We will ensure that everyone who has direct contact with children and adults at risk accessing our programmes is aware of this policy and has received adequate safeguarding training;
- We will review this policy at least annually.

5. Disclosure and Barring Service (DBS) checks

Much of the work we do with children and adults at risk is ‘regulated activity’ (see Definitions below) meaning we need to carry out DBS checks on relevant staff and contractors.

All of our education facilitators, Education and Community teams and some of our front of house staff, Production team, freelancers and other roles are subject to Standard Disclosure and Barring Service (DBS) checks.

An Enhanced DBS check will be carried out for any position which is eligible.

6. Training

All staff, volunteers and contractors who have direct contact with children and adults at risk accessing our programmes will receive training to ensure that they:

- Understand and can recognize the types of harm that children and adults at risk may suffer (see Appendix 1) and the importance of preventing criminal exploitation and radicalisation of children (see Appendix 5);
- Are aware of their responsibilities to keep children and adults at risk safe and to take all safeguarding concerns seriously;
- Are aware of situations which may present risks to children and adults at risk and ensure risk assessments have been carried out as required;
- Are aware of the particular risks relating to online engagement and will comply with our Ways of Working Online guidance (Appendix 6);
- Assess, plan and organise their work so as to minimise these risks;
- Understand the importance of being visible to others when working with children and adults at risk;
- Understand the importance of appropriate language and behaviour when engaging with children and adults at risk;
- Are aware of and understand this policy, and in particular how they should report any concerns;
- Are aware of their body language and presentation and consider how children and adults at risk may perceive it;
- Do not divulge personal information (especially phone numbers or social media accounts) to children or adults at risk.

7. Images of Children and Adults at Risk

Personal Use

Often people take photographs and video, and have others take images of them as a record of their experiences. However, photographs can be misused. There should be no circumstances in which it is appropriate for an Old Vic staff member, volunteer or contractor to take images of children or adults at risk on their personal devices and any the taking of such images will be a disciplinary offence.

Organisational Use

We may wish to photograph or film participants in activities around the building at events or performances for promotional use, to create an archive, or engage supporters and for publication in print or online.

Before taking photographs or filming, we will inform the children and adults at risk and their parents/carers/schools as appropriate. Children and adults at risk will be asked before any photographs are taken.

For Children

Photographs will only be taken with the written consent of parents/carers/schools.

For Adults at Risk

Consent must be gained directly from the individual. If they do not have the mental capacity to give their own consent, it must be obtained from parents/carers before proceeding.

Any professional contractors used in photographing/filming will wear appropriate identification at all times and will not have unsupervised access to children or adults at risk.

Photographs of children and adults at risk will only be used in accordance with approval(s) received. Consent can be altered or revoked at any time by the individual, or parents/carers on their behalf where appropriate.

8. Engaging with Children and Adults at Risk

All engagement between The Old Vic staff, volunteers and contractors and children or adults at risk by email, mobile phone or on social media is subject to our *Engaging with Children & Adults at Risk: Dos and Don'ts*, set out at Appendix 3. Breach of these guidelines may be treated as a disciplinary offence.

9. Communications Beyond The Old Vic

Staff, volunteers and contractors may not communicate with children or adults at risk outside The Old Vic.

In particular, staff, volunteers and contractors should not share their personal telephone numbers with children or adults at risk and in no circumstances should a staff member, volunteer or contractor invite a child or adult at risk to their home.

SECTION 2 – SAFEGUARDING CHILDREN

10. Public Performances/Events at The Old Vic

Public performances and events at The Old Vic are usually open to adults and young people of all ages but please note:

- Children under the age of 16 should be accompanied by an adult. The adult is responsible for the child throughout the performance;
- Children attending public performances and events as part of a school group are the responsibility of their accompanying school-appointed adult at all times. Our guidance on School Group Visits is available here: [School Visit Agreement - Old Vic Theatre](#)
- Some performances may contain material that is inappropriate or upsetting for children or young people. Age recommendations are included in booking information. Further information, including content guidance,

can be found on the website or by contacting enquiries@oldvictheatre.com. It is the responsibility of the parent, carer or school (as appropriate) to determine whether it is appropriate for a child or young person to view our performances.

11. Schools Activities

Risk assessments for schools activities are carried out for each project.

All schools activities are run in collaboration with teachers or other school-appointed adults. Children participating in schools activities are the responsibility of their accompanying school-appointed adult at all times.

Children participating in schools activities will be supervised by a school-appointed adult at all times. Old Vic staff, volunteers and contractors will not have unsupervised access to children participating in schools activities.

We will endeavour to hold all schools activities on sites with easy access to toilets and running water. Old Vic staff, volunteers and contractors are not permitted to accompany children into the toilet.

Any concerns that a child is suffering harm outside of the activities provided by The Old Vic should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com. Concerns will be treated in accordance with the process at 14 below.

Any concerns for the mental health of a child who is participating in activities provided by The Old Vic should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com.

Any concerns about the behaviour of Old Vic staff, volunteers or contractors should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com. Concerns will be treated in accordance with the process at 14 below.

Any safeguarding disclosures made by a child to a member of Old Vic staff, volunteer or contractor should be reported to the Safeguarding Lead on safeguarding@oldvictheatre.com. Disclosures will be treated in accordance with the process at 14 below. Guidance on how to respond to a disclosure is set out at Appendix 4.

12. Workshops in The Clore Learning Centre

Risk assessments for the Clore Learning Centre are carried out annually.

All workshops and programmes will be led by a suitably qualified, experienced and DBS checked person who has received appropriate training in accordance with this policy and our other relevant policies.

All schools activities are run in collaboration with teachers or other school-appointed adults. Children participating in schools activities are the responsibility of their accompanying school-appointed adult at all times.

For family programmes children and young people are the responsibility of their adult or carer at all times. Where projects are not run independently of schools all parents/carers will be required to register essential contact details with our Education and Community team before the activity commences. Registration forms will also ask for emergency contact details and nutritional and medical advice and outline the specifics of the course so that full planning for the wellbeing and engagement of the participants can be ensured.

All participants must be collected at the end of the session by a pre-designated adult unless written permission for other appropriate arrangements has been provided by a parent or carer.

Any concerns that a child is suffering harm outside of the activities provided by The Old Vic should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com. Concerns will be treated in accordance with the process at 14 below.

Any concerns for the mental health of a child who is participating in activities provided by The Old Vic should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com.

Any complaints or concerns about the behaviour of Old Vic staff, volunteers or contractors should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com. Complaints will be treated in accordance with the process at 14 below.

Any safeguarding disclosures made by a child to a member of Old Vic staff, volunteer or contractor should be reported to the Safeguarding Lead on safeguarding@oldvictheatre.com. Disclosures will be treated in accordance with the process at 14 below. Guidance on how to respond to a disclosure is set out at Appendix 5.

13. Activities for Young People Aged 16+ and adults at risk

Risk assessments for our Emerging Theatre Professionals Programmes are carried out annually.

All activities for young people will be led by a suitably qualified, experienced and DBS checked person who has received appropriate training in accordance with this policy and our other relevant policies.

The pastoral care and general wellbeing of young people and adults at risk will be covered either by a member of our Education and Community team or by a responsible adult associated with the visiting young people or adults at risk, such as the school teacher, Community leader, youth or support worker.

Activities will be planned so that all participants register essential contact details and parental/guardian consent with our Education and Community team before the activity commences. Registration forms will also ask for emergency contact details and nutritional and medical advice and outline the specifics of the project so that full planning for the wellbeing and engagement of the participants can be ensured.

Young people and adults at risk participating in our activities will be given guidance on the standards of behaviour they can expect from Old Vic staff, volunteers and contractors and information on who they should raise concerns with if they experience behaviour that makes them feel uncomfortable.

Old Vic staff or volunteers who are supervising work experience students or interns will receive specific safeguarding training in line with this policy.

Any concerns that a young person or adult at risk is suffering harm outside of the activities provided by the Old Vic should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com. Concerns will be treated in accordance with the process at 14 below.

Any concerns for the mental health of a young person or adults at risk who is participating in activities provided by The Old Vic should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com.

Any complaints or concerns about the behaviour of Old Vic staff, volunteers or contractors should be made to the Safeguarding Lead on safeguarding@oldvictheatre.com. Complaints will be treated in accordance with the process at 14 below.

Any safeguarding disclosures made by a young person adult at risk to a member of Old Vic staff, volunteer or contractor should be reported to the Safeguarding Lead on safeguarding@oldvictheatre.com. Disclosures will be treated in accordance with the process at 14 below. Guidance on how to respond to a disclosure is set out at Appendix 4.

14. Working with Actors Who Are Children

Where children are rehearsing or performing in professional productions on the premises, The Old Vic complies with The Children (Performances and Activities) (England) Regulations 2014. In accordance with its terms children are licensed to perform by the relevant Council, which places limits on hours in attendance at the rehearsal or performance venue. We will ensure that these limits are adhered to.

Actors who are children or adults at risk will at all times be in the care of a licensed chaperone or support coach as required. A specific toilet will be designated for the use of children under 16 alone and this will be clearly communicated to all staff.

The themes and content of each production which includes children and/or adults at risk in the cast are assessed prior to the start of the production and casting process. If there are any themes or content of concern that need specialist management, then this is looked at and additional advice and consultation sought.

Working with a child or adult at risk during any creative arts project may mean having some bodily contact, particularly during a demonstration of an exercise or during a rehearsal. Adults should only have bodily contact with children or adults at risk where the child or adult at risk has been consulted and has consented, and where the contact is in full view of the chaperone. The child or adult at risk should have their wishes respected if they refuse.

Biographies in programmes for productions are kept to factual information only and are not descriptive of the children or adult at risk and headshots of children are not included on the production website to avoid any identification being possible.

Never refrain from reporting a concern on the basis that the suspected perpetrator of harm has a high status or public profile.

The risk assessment for any production that includes a cast member who is a child or adult at risk shall as a matter of routine be provided to the Safeguarding Lead in advance of performance, in order that they may establish that it includes sufficient safeguarding measures for the production in question.

SECTION 3 – SAFEGUARDING ADULTS AT RISK

15. Key Principles of Safeguarding Adults at Risk

The Old Vic is committed to Safeguarding Adults in line with national legislation and relevant national and local guidelines.

We will safeguard adults by ensuring that our activities are delivered in a way which keeps all adults safe.

The Old Vic is committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

The Old Vic is committed to best safeguarding practice and to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect.

The well-being of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to.

Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.

Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.

16. Person Centred Safeguarding / Making Safeguarding Personal

The legislation recognises that adults make choices that may mean that one part of our well-being suffers at the expense of another – for example we move away from friends and family to take a better job. Similarly, adults can choose to risk their personal safety; for example, to provide care to a partner with dementia who becomes abusive when they are disorientated and anxious.

None of us can make these choices for another adult. If we are supporting someone to make choices about their own safety we need to understand ‘what matters’ to them and what outcomes they want to achieve from any actions agencies take to help them to protect themselves.

The concept of ‘Person Centred Safeguarding’/‘Making Safeguarding Personal’ means engaging the person in a conversation about how best to respond to their situation in a way that enhances their involvement, choice and control, as well as improving their quality of life, well-being and safety. The Old Vic will work to support adults to achieve the outcomes they want for themselves. The adult’s views, wishes, feelings and beliefs must be taken into account when decisions are made about how to support them to be safe. There may be many different ways to prevent further harm. Working with the person will mean that actions taken help them to find the solution that is right for them. Treating people with respect, enhancing their dignity and supporting their ability to make decisions also helps promote people's sense of self-worth and supports recovery from abuse.

If someone has difficulty making their views and wishes known, then they can be supported or represented by an advocate. This might be a safe family member or friend of their choice or a professional advocate (usually from a third sector organisation).

SECTION 4 – SAFEGUARDING PROCESSES


17. The Reporting Process

If you have a safeguarding concern about a child or adult at risk, or a child or adult at risk makes a disclosure of possible abuse to you – **follow Flowchart 1** (below)

If you have a safeguarding concern (or allegations) about a member of staff, or equivalent, abusing a child or adult at risk – **follow Flowchart 2** (next page)

Flowchart 1

Staff member has a safeguarding concern about a child or adult at risk, or a child or adult at risk makes a disclosure of possible abuse by someone outside The Old Vic.



Complete the [safeguarding concern form](#), also set out at Appendix 2 and inform the safeguarding team on safeguarding@oldvictheatre.com. In the case of a disclosure, if it concerns a child, make it clear you cannot keep the information confidential.



If concern relates to a child participating in schools activities, safeguarding team will refer concern to the Designated Safeguarding Lead at the child's school.

If concern relates to a child or adult at risk participating in holiday courses or young person's activities, safeguarding team will record the concern and decide on appropriate next steps. If necessary safeguarding team makes contact with local children's or adult's social care for advice.



Safeguarding team records concern and action taken in appropriately secure system.

Flowchart 2

Concern/allegation about a member of staff or someone working on The Old Vic's behalf abusing a child or adult at risk



Complete the [safeguarding concern form](#), also set out at Appendix 2 and immediately inform safeguarding lead or deputy safeguarding lead, unless the allegation is about this person, in which case inform most senior manager not implicated



Appropriate person will make contact with Local Authority Designated Officer (LADO) for advice and guidance (if the concern is in respect of the staff member's behaviour with a child), or Local Safeguarding Adults Team (if the concern is in respect of the staff member's behaviour with an adult at risk)



Appropriate members of Senior Management Team informed. If appropriate, Board of Trustees informed.



Appropriate action taken and external agencies (including Charity Commission) informed if necessary.



Safeguarding team records concern and action taken in appropriately secure system.



Appropriate members of Senior Management Team and Board of Trustees updated.

Out of hours reporting: The safeguarding@oldvictheatre.com email address is monitored at all times, outside of The Old Vic's standard hours of operation.

18. Escalating Concerns

It is important to note that if you raise a safeguarding concern or pass on an allegation, you have a duty to ensure your concern is addressed to your satisfaction. Therefore, if you feel that your concern has not been addressed (and that the child or adult at risk has not been protected) you should escalate the matter to the Executive Director or Chief Operating Officer, and then, if necessary, to the Board of Trustees.

19. Information Sharing & Confidentiality

The Old Vic must of course comply with the Data Protection Act (DPA) and the General Data Protection Regulations (GDPR). Information about concerns of abuse includes personal data. It is therefore important to be clear as to the grounds for processing and sharing information about concerns of abuse.

Processing information includes record keeping. Records relating to safeguarding concerns must be accurate and relevant. They must be stored confidentially with access only to those with a need to know.

Sharing information, with the right people, is central to good practice in safeguarding. However, information sharing must only ever be with those with a 'need to know'.

The purpose of Data Protection legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection legislation allows information sharing within an organisation. For example, anyone who has a concern about harm can make a report to an appropriate person within The Old Vic

Consent in relation to Children

Where there is a safeguarding concern relating to a child, consent to share personal information relating to them is not required.

Consent in relation to Adults at Risk

In the case of an adult at risk however, it is important to always start by attempting to gain consent to share, where this is possible. Circumstances where consent would not be required from an adult at risk, and the information would still need to be shared, might include where the alleged abuser is a member of staff, other adults 'at risk' are in danger, there are children directly involved, or you suspect the person may be under duress or being coerced.

This does NOT automatically mean that the information should be shared with the persons spouse, partner, adult, child, unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the adult or if the adult does not have capacity to make that decision and family/ friends/ carers need to know in order to help keep the person safe.

There are also many situations in which it is perfectly legal to share information about adult safeguarding concerns outside the organisation. Importantly personal information can be shared with the consent of the adult concerned. However, the adult may not always want information to be shared. This may be because they fear repercussions from the person causing harm or are scared that they will lose control of their situation to statutory bodies or because they feel stupid or embarrassed. Their wishes should be respected unless there are over-riding reasons for sharing information.

When information is shared without the consent of the adult this must be explained to them, when it is safe to do so, and any further actions should still fully include them.

If you are in doubt as to whether to share information seek advice e.g. seek legal advice and/or contact the Local Authority and explain the situation without giving personal details about the person at risk or the person causing harm.

Any decision to share or not to share information with an external person or organisation must be recorded together with the reasons to share or not share information.

You can never guarantee confidentiality to a child or adult at risk. Information should always be shared if you think a child or adult at risk is suffering, or likely to suffer, abuse.

The protection of children and adults at risk takes precedence over other legal rights. Please be assured that as long as information is shared in an appropriate manner and in good faith, the law will protect you. You should ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and shared promptly.

For further guidance see the NSPCC's [Working together to safeguard children 2023 | Summary of changes | NSPCC Learning](#) and the statutory guidance on information sharing.

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

It is a requirement of the Care Act 2014, which is the legislation that covers adults at risk, that there are local arrangements in place for information sharing about adults at risk. For further information see : [London-Multi-Agency-Adult-Safeguarding-Policy-Practice-Guidance-and-Procedures-November-2025.pdf](#)

20. Consequences of Breaching Policy

If you become aware of someone breaching this policy, you should inform the Safeguarding Lead or the Executive Director immediately.

Any allegation of abuse or inappropriate behaviour against a child or adult at risk will be treated with the utmost seriousness and may result in the police being involved.

Breaches of this policy by employees will be treated as a disciplinary matter in accordance with our disciplinary policy.

Breaches of this policy by volunteers or contractors are likely to result in immediate termination of contract.

Any breach of this policy will be considered against our Serious Incident Reporting Policy.

21. Updating this Policy

Updates or amends to this policy should be made by the Safeguarding Lead or Deputy Safeguarding Leads, in consultation with the wider safeguarding team. Any revisions will require annual review and sign-off by the Board.

22. Further Information

For further information on local procedures refer to Lambeth Safeguarding Children Partnership website <https://www.lambethsaferchildren.org.uk/> or Lambeth Safeguarding Adults Team website <https://www.lambethsab.org.uk>

23. Finally

Our approach to safeguarding children and adults at risk will be considered as part of our risk framework.

This Safeguarding Policy will be reviewed by the Board of Trustees at least annually.

SECTION 5 – SAFEGUARDING APPENDICES

Appendix 1: Expanded Definitions & Legislation

DEFINITIONS & LEGISLATION RELATING TO CHILDREN

'Safeguarding'

In terms of adults The Care Act 2014 defines adult safeguarding as 'protecting a person's right to live safely, free from abuse and neglect'. There are more categories of abuse with adults than there are with children. With adults the categories are physical abuse, emotional/ psychological abuse, financial abuse, sexual abuse, organisational abuse, neglect, discriminatory abuse, domestic violence, modern slavery and self-neglect.

In terms of children, the definition of safeguarding is broader and is set out in '[Working Together to Safeguard Children 2026- A guide to inter-agency working to safeguard and promote the welfare of children A guide to multi-agency working to help, protect and promote the welfare of children](#)'. This is the statutory guidance that sets out the legislative requirements and expectations of individual services to safeguard and promote the welfare of children.

Working Together to Safeguard Children 2026 does not separate safeguarding and promoting the welfare of children. This is the definition:

- Providing help and support to meet the needs of children as soon as problems emerge
- Protecting children from maltreatment, whether that is within or outside the home, including online
- Preventing impairment of children's mental and physical health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children
- Taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children's Social Care National Framework

'Child Protection'

Separate to safeguarding children is 'child protection'. Child protection is defined in the Children Act 1989 as where there is 'reasonable cause to suspect a child is suffering, or is likely to suffer, significant harm'. The Children Act 1989 introduced significant harm as the threshold that justifies compulsory intervention in family life in the best interests of children. Physical abuse, sexual abuse, emotional abuse and neglect are all categories of significant harm. Harm is defined as the ill treatment or impairment of health and development.

In simple terms, safeguarding is the overall well-being of the child and every professional and every organisation is responsible for the safeguarding of children. Within that there is child protection, when it is thought a child is either being maltreated or is at risk of maltreatment.

Safeguarding is not about the protection of non-adults at risk from harm stemming from discrimination, harassment, bullying etc. Concerns relating to these types of situations are dealt with in our Dignity at Work Policy.

Age of a Child

A child becomes an adult in law at 18 in the UK, this is in line with the United Nations Convention on the Rights of the Child. Many people use the term 'young people' but there is no legal definition for the age of a "young person". 16 and 17-year olds are children, in legal terms.

Local Authority Designated Officer (LADO)

The role of the LADO is set out in Working Together to Safeguard Children (2026) and is governed by the local authorities' duties under section 11 of the Children Act 2004. The LADO must be contacted within one working day in respect of all cases in which it is alleged that a person who works with children has:

Behaved in a way that has harmed, or may have harmed a child;

- Possibly committed a criminal offence against or related to a child; or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children;

There may be up to three strands in the consideration of an allegation:

- A police investigation of a possible criminal offence;
- Enquiries and assessment by children's social care about whether a child is in need of protection or in need of services;
- Consideration by an employer of disciplinary action in respect of the individual.

Regulated Activity

The new definition of regulated activity in relation to children comprises, in summary:

- (i) Unsupervised activities: teach, train, instruct, care for or supervise children, or provide advice/ guidance on wellbeing, or drive a vehicle only for children;
- (ii) Work for a limited range of establishments ('specified places'), with opportunity for contact: e.g. schools, children's homes, childcare premises;
- (iii) Not work by supervised volunteers.

Work under (i) or (ii) is regulated activity only if done regularly

Types of harm

The following definitions are from Working Together to Safeguard Children (2026) The latest amendment, (2026) expands on the four categories of abuse and emphasises that children may face multiple harms simultaneously. More information can be found here: [Types of Child Abuse & How to Prevent Them | NSPCC](#)

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces an illness in a child.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening.

The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. The activities may include non-contact activities, such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

Neglect may involve a parent or carer failing to:

- Provide adequate food and clothing, shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate caretakers);
- Ensure access to appropriate medical care or treatment;
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs

DEFINITIONS & LEGISLATION RELATING TO ADULTS AT RISK

Governing Legislation

Safeguarding Adults in England is compliant with United Nations directives on the rights of disabled people and commitments to the rights of older people. It is covered by:

- The Human Rights Act 1998
- The Data Protection Act 2018
- General Data Protection Regulations 2018

The practices and procedures within this policy are based on the relevant legislation contained within The Care Act 2014 and Care and Support Statutory Guidance (especially chapter 14) 2014.

The key principles of the Care Act 2014 in relation to the safeguarding of adults at risk are:

- Empowerment - People being supported and encouraged to make their own decisions and informed consent.
- Prevention - It is better to take action before harm occurs.
- Proportionality - The least intrusive response appropriate to the risk presented.
- Protection - Support and representation for those in greatest need.
- Partnership - Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- Accountability - Accountability and transparency in delivering safeguarding.

The Care Act 2014 includes legislation about different forms of abuse and those that govern information sharing. For example, legislation dealing with:

- Murder/attempted murder
- Physical Assault

- Sexual Offences
- Domestic Abuse/Coercive control
- Forced Marriage
- Female Genital Mutilation
- Theft and Fraud
- Modern slavery and Human exploitation
- Hate crime
- Harassment
- Listing and Barring of those unsuitable to work with adults with care and support needs

The legislation about the circumstances in which decisions can be made on behalf of an adult who is unable to make decisions for themselves is contained within the Mental Capacity Act 2005.

There are specific offences applying to the mistreatment of and sexual offences against adults who do not have Mental Capacity and specific offences where mistreatment is carried out by a person who is employed as a carer: e.g. wilful neglect and wilful mistreatment.

Key Considerations

There is a legal duty on Local Authorities to provide support to 'adults at risk'.

Adults at risk are defined in legislation and the criteria applied differs between each home nation. (see definitions for each home nation on page 12).

The safeguarding legislation applies to all forms of abuse that harm a person's well-being.

The law provides a framework for good practice in safeguarding that makes the overall well-being of the adult at risk a priority of any intervention.

The law in England emphasises the importance of person-centred safeguarding, (referred to as 'Making Safeguarding Personal').

The law provides a framework for making decisions on behalf of adults who can't make decisions for themselves (Mental Capacity).

The law provides a framework for organisations to share concerns they have about adults at risk with the local authority.

The law provides a framework for all organisations to share information and cooperate to protect adults at risk.

'Adult at Risk'

The Safeguarding Adults legislation creates specific responsibilities on Local Authorities, Health, and the Police to provide additional protection from abuse and neglect to Adults at Risk.

When a Local Authority has reason to believe there is an adult at risk, they have a responsibility to find out more about the situation and decide what actions need to be taken to support the adult.

The actions that need to be taken might be by the Local Authority (usually social services) and/or by other agencies, for example the Police and Health. The Old Vic may need to take action as part of safeguarding an adult, for example, to use the disciplinary procedures in relation to a member of staff or member who has been reported to be

harming a participant. The Local Authority role includes having multi-agency procedures which coordinate the actions taken by different organisations.

An 'Adult at Risk' is defined by the Care Act 2014 as an individual aged 18 years and over who:

- (i) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- (ii) is experiencing, or at risk of, abuse or neglect, AND;
- (iii) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Types of harm – Abuse & Neglect

Abuse is a violation of an individual's human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Any or all of the following types of abuse may be perpetrated as the result of deliberate intent, negligence, omission or ignorance.

There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

Abuse can take place in any relationship and there are many contexts in which abuse might take place; e.g. Institutional abuse, Domestic Abuse, Forced Marriage, Human Trafficking, Modern Slavery, Sexual Exploitation, County Lines, Radicalisation, Hate Crime, Mate Crime, Cyber bullying, Scams. Some of these are named specifically within home nation legislations.

Abuse can take place within any context and the person causing harm might be any other person. For example: a member of staff, a member of the public, a volunteer, or a workshop participant.

In England, the Care Act 2014 defines categories of adult abuse and harm as follows:

- Physical
- Sexual
- Emotional/Psychological/Mental
- Neglect and acts of Omission
- Financial or material abuse
- Discriminatory
- Organisational / Institutional
- Self-neglect
- Domestic Abuse (including coercive control)
- Modern slavery

Some examples of abuse could include, but are not limited to:

- Harassment of a participant because of their (perceived) disability or other protected characteristics.
- Not meeting the needs of the participant e.g. training without a necessary break.
- A member of staff who sends unwanted sexually explicit text messages to a participant with learning disabilities.
- A workshop participant threatens another participant with physical harm and persistently blames them for poor performance.

Abuse or neglect outside of The Old Vic could be carried out by:

- A spouse, partner or family member

- Neighbours or residents
- Friends, acquaintances or strangers
- People who deliberately exploit adults they perceive as vulnerable
- Paid staff, professionals or volunteers providing care and support

It is important to note that often the perpetrator is known to the adult and may be in a position of trust and/or power.

'Mental Capacity'

UK Law assumes that all people over the age of 16 have the ability to make their own decisions, unless it has been proved that they can't. It also gives us the right to make any decision that we need to make and gives us the right to make our own decisions even if others consider them to be unwise.

We make so many decisions that it is easy to take this ability for granted. The Law says that to make a decision we need to:

- Understand information
- Remember it for long enough
- Think about the information
- Communicate our decision

A person's ability to do this may be affected by things such as learning disability, dementia, mental health needs, acquired brain injury and physical ill health.

Most adults have the ability to make their own decisions given the right support however, some adults with care and support needs have the experience of other people making decisions about them and for them.

Some people can only make simple decisions like which colour T-shirt to wear or can only make decisions if a lot of time is spent supporting them to understand the options. If someone has a disability that means they need support to understand or make a decision this must be provided. A small number of people cannot make any decisions.

Mental capacity refers to the ability to make a decision at the time that decision is needed. Being unable to make a decision is called "lacking mental capacity". A person's mental capacity can change. If it is safe/possible to wait until they are able to be involved in decision making or to make the decision themselves. For example:

- A person with epilepsy may not be able to make a decision following a seizure.
- Someone who is anxious may not be able to make a decision at that point.
- A person may not be able to respond as quickly if they have just taken some medication that causes fatigue.

Mental Capacity is important for safeguarding for several reasons:

- Not being allowed to make decisions one is capable of making is abuse. For example, a disabled adult may want to take part in an activity but their parent who is their carer won't allow them to and will not provide the support they would need. Conversely the adult may not seem to be benefiting from an activity other people are insisting they do.
- Another situation is where an adult is being abused and they are scared of the consequences of going against the views of the person abusing them. It is recognised in the law as coercion and a person can be seen not to have mental capacity because they cannot make 'free and informed decisions'.
- Mental Capacity must also be considered when we believe abuse or neglect might be taking place. It is important to make sure an 'adult at risk' has choices in the actions taken to safeguard them, including

whether or not they want other people informed about what has happened. However, in some situations the adult may not have the mental capacity to understand the choice or to tell you their views.

The law describes when and how we can make decisions for people who are unable to make decisions for themselves, as follows:

- We can only make decisions for other people if they cannot do that for themselves at the time the decision is needed.
- If the decision can wait, wait – e.g. to get help to enable the person make their decision or until they can make it themselves.
- If we have to make a decision for someone else then we must make the decision in their best interests (for their benefit) and take into account what we know about their preferences and wishes.
- If the action we are taking to keep people safe will restrict them then we must think of the way to do that which restricts to their freedom and rights as little as possible.

Many potential difficulties with making decisions can be overcome with preparation. A person needing support to help them make decisions whilst taking part in an activity at The Old Vic will ordinarily be accompanied by someone e.g. a family member or formal carer whose role includes supporting them to make decisions.

It is good practice to get as much information about the person as possible. Some people with care and support needs will have a 'One page profile' or a 'This is me' document that describes important things about them. Some of those things will be about how to support the person, their routines, food and drink choices etc. but will also include things they like and don't like doing. It's also important to have an agreement with the person who has enrolled the adult in the sports activity about how different types of decisions will be made on a day to day basis.

If a person who has a lot of difficulty making their own decisions is thought to be being abused or neglected you will need to refer the situation to the Local Authority, and this should result in health or social care professionals making an assessment of mental capacity and/or getting the person the support they need to make decisions.

There may be times when The Old Vic needs to make decisions on behalf of an individual in an emergency. Decisions taken in order to safeguard an adult who cannot make the decision for themselves could include:

Abuse or neglect outside of The Old Vic could be carried out by:

- Sharing information about safeguarding concerns with people that can help protect them.
- Stopping them being in contact with the person causing harm.

'Regulated Activity'

The definition of Regulated Activity for adults defines the activities provided to any adult as those which, if any adult requires them, will mean that the adult will be considered vulnerable at that particular time. These activities are: the provision of healthcare, personal care, and/or social work; assistance with general household matters and/or in the conduct of the adult's own affairs; and/or an adult who is conveyed to, from, or between places, where they receive healthcare, relevant personal care or social work because of their age, illness or disability.

Appendix 2: Safeguarding Concern Record

Online version also available [here](#)

Person with the concern:
Date of incident:
Time of incident:
Staff present:
All others present:
Location:
Consent given? Yes/No
SAFEGUARDING INCIDENT / CONCERN

To whom reported:
Date reported:
Time reported:

Appendix 3: Engaging with Children and Adults at Risk: Dos and Don'ts

DO:

- Ensure that you only use work phones and email addresses to communicate with children or adults at risk;
- Ensure that any communication with children or adults at risk is limited to factual communication;
- Use only The Old Vic's official social media channels to publicise our activities to children and adults at risk;
- Ensure that another member of staff is copied on any email you send to a child or an adult at risk;
- Be mindful of the language you use when communicating with children and adults at risk;
- Contact the safeguarding lead if you have any concerns about the way in which a child or adult at risk is attempting to communicate with you;
- Contact the safeguarding lead if you have any questions about appropriate communication.

DON'T:

- Store mobile phone numbers or email addresses of children or adults at risk. If these need to be stored by The Old Vic, speak to the safeguarding lead about how these can be stored appropriately;
- Take images of children or adults at risk on personal devices;
- In any circumstances use personal phones or emails to communicate with children or adults at risk;
- Engage in conversations with children or adults at risk over text or social media;
- Communicate with children or adults at risk from personal social media accounts or via private messenger;
- Friend or follow children or adults at risk from personal accounts on social media;
- Communicate with parents or carers via social media – use a more formal method of communication such as email (from your work email address);
- Communicate with children or adults at risk outside of normal office hours;
- Use language or symbols that could be misinterpreted, such as emojis or “kisses” (x).

Appendix 4: How to Respond to a Disclosure Made to You by a Child or an Adult at Risk

(Guidelines based on the NSPCC website, November 2019)

- **Listen carefully** and ask open questions (i.e. ones that don't prompt a simple yes/no answer);
- **Avoid expressing your own views on the matter.** A reaction of shock or disbelief could cause the victim to 'shut down', retract or stop talking;
- **Let them know they've done the right thing.** Reassurance can make a big impact to the victim who may have been keeping the abuse secret;
- **Tell them it's not their fault.** Abuse is never the victim's fault and they need to know this;
- **Say you will take them seriously.** A victim could keep abuse secret in fear they won't be believed. They've told you because they want help and trust you'll be the person who will listen to and support them;
- **Don't talk to the alleged abuser.** Confronting the alleged abuser about what the victim has told you could make the situation a lot worse for them;
- **Explain what you'll do next.** If age appropriate, explain you'll need to report the abuse to someone who will be able to help;
- **Don't promise confidentiality.** You will need to share information in order to help;
- **Make notes** of the conversation as soon as possible afterwards;
- **Don't delay reporting the abuse.** The sooner the abuse is reported after the victim discloses, the better. Report as soon as possible so details are fresh in your mind and action can be taken quickly;
- If someone is in immediate danger, call the police on 999.

Appendix 5: Preventing Extremism and Radicalisation

The Old Vic is committed to providing a secure environment for learners, where they feel safe and are kept safe and where equality and inclusion are actively promoted.

At the same time, our workshops must be a safe place where learners can explore controversial issues safely and where our facilitators encourage and facilitate this. We will protect this freedom alongside protecting our learners and staff from extremism.

What is extremism?

The PREVENT strategy uses the following definition of extremism:

‘Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of any person, whether in this country or overseas’.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice. Education is a powerful weapon against this by giving people the knowledge, skills and critical thinking to challenge and debate in an informed way.

Staff responsibilities

Staff should look out for learners talking about their exposure to the extremist actions, views or materials of others. This might include from other learners, relatives or local community groups, especially where learners have not actively sought these out. Owing to the combination of isolation and increased exposure to the internet stemming from lockdowns during the Covid-19 pandemic, radicalisation is becoming more prevalent.

- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Learners accessing extremist material online, including through social networking sites.
- Learners voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or ‘hate’ terms to exclude others or incite violence.
- Intolerance of difference. This could include secular or religious intolerance or offensive views based on gender, disability, homophobia, race, colour or culture.
- Attempts to impose extremist views or practices on others.
- Extreme anti-western or anti-British views.

If staff observe or become aware of these behaviours, they should contact the Safeguarding team.

Further information can be found at:

- www.gov.uk/government/publications/prevent-duty-guidance
- www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty
- www.preventforfeandtraining.org.uk

Criminal Exploitation (County Lines)

Criminal exploitation is also known as ‘county lines’ and is when gangs and organised crime networks groom and exploit vulnerable people (including children and young people) to sell drugs. Often these people are made to travel across counties, and they use dedicated mobile phone ‘lines’ to supply drugs.

We have a duty to be vigilant and look for the signs of criminal exploitation in order to protect everyone at The Old Vic, and in particular children and adults at risk. Any concerns about possible signs of criminal exploitation should be reported to the Safeguarding team.

Useful videos to support your understanding of County Lines can be found at:

- <https://www.youtube.com/watch?v=3lLaguFXHr4&t=103s>
- <https://www.safeguardingschools.co.uk/county-lines/>

Appendix 6: Ways of Working Online

Workshops:

- All workshops will take place via zoom, teams or google meet and facilitators will have no contact with participants other than pre-agreed sessions and emails from a dedicated Old Vic account
- Participants will be asked to sign an online learning agreement before they can take part in sessions
- Parents and carers will be asked to read an online learning consent form for any participants under the age of 18 before they can participate
- All sessions will be run via an Old Vic Account
- Any participant information collected will be done so in line with our privacy policy and will be deleted after sessions have been completed
- All workshops will be filmed and kept for 6 months
- Staff and participants must use appropriate user display names
- Zoom rooms should be password protected and locked once all participants are gathered
- Sessions should not be screen shot and facilitators should not download pictures of participants
- Participants will be asked to mute microphones where appropriate and facilitators will be able to mute and turn off videos for participants
- Facilitators must not share any personal information about themselves e.g. personal telephone number, email accounts, Facebook and other social media links
- Facilitators and participants must always present themselves professionally in dress and manner as they would if giving face-to-face lesson
- Facilitators should only communicate with participants via an Old Vic email address
- All sessions should take place in a space that is appropriate and where possible against a neutral background
- Facilitators should not agree to or take part in any additional sessions with participants outside of required and agreed Old Vic engagement
- Language used must always be professional and appropriate
- Old Vic staff will be able to observe sessions for the purposes of quality assurance and safeguarding
- Expectations of sessions will be set with participants at the beginning of a course including appropriate communication and conduct during sessions
- Facilitators will be expected to keep a record of all sessions including, date, time, a register of who attended and content included
- All workshops will be conducted by a minimum of two facilitators and/or Old Vic members of staff

For Events and workshops run outside of a school setting:

- If a participant is under the age of 13 they should use a parent or guardian's account
- If the participant is under the age of 13, we ask that they are 'dropped off' and 'picked up' by a parent or guardian – parents and guardians are welcome to stay for the duration of the session

Sessions will be terminated if facilitators feel any aspect of this policy has been breached and should contact the Education and Community Director with any issues.

Online Sharing:

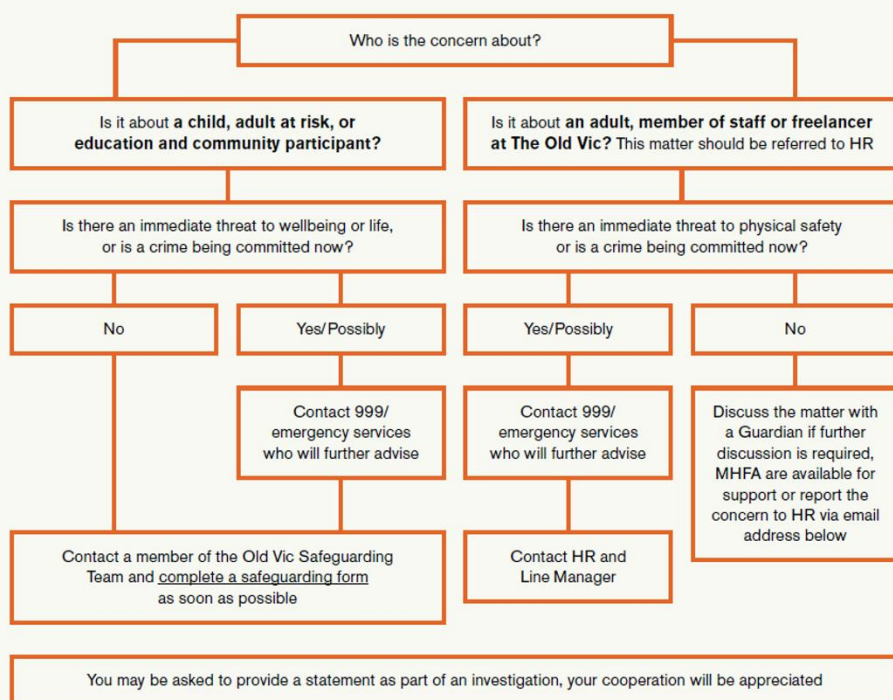
- Any productions and workshops shared online will have an age guidance attached
- Any participants work shared online will be done so with permission by participants and will not include any personal information or contact details
- Any work that is created to be published will not include participants full names, give away any information about where they live, go to school or work or share any personal information about participants
- Reporting disclosures guidance should be followed as referenced in the Old Vic Safeguarding policy and any safeguarding concerns should be reported immediately to the Old Vic’s safeguarding lead safeguarding@oldvictheatre.com

All other Old Vic policies including our privacy policy and safeguarding policy will still apply.

Appendix 7: Safeguarding & Safety Concern Flowchart

THE OLD VIC SAFEGUARDING & SAFETY CONCERN FLOWCHART

Please use this guide if you have a concern about a member of staff, audience member, visitor, freelancer or participant visiting or working at The Old Vic. You can find our [safeguarding policy on the intranet](#).



KEY SAFEGUARDING CONTACTS

safeguarding@oldvictheatre.com

For a direct number to a member of the safeguarding team contact stage door 020 7928 2651.

Hannah Fosker

Education and Community Director and Safeguarding Lead
hannah.fosker@oldvictheatre.com

Dan Kujawski

Director of Theatre Management and Customer Experience and Safeguarding Deputy
dan.kujawski@oldvictheatre.com

Sam Sargant

General Manager and Safeguarding Deputy
sam.sargant@oldvictheatre.com

KEY HR/GUARDIANS CONTACTS

people@oldvictheatre.com

Guardians

guardians@oldvictheatre.com (this is a shared mailbox) or contact a Guardian directly and they will get in touch.

DEFINITIONS

A child is anyone under the age of 18. In England a child is defined as anyone who has not yet reached their 18th birthday. **An adult at risk** is defined by the Care Act 2014 as any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and or support.