

WILD WILL

THEATRE COMPANY

Safeguarding Policy

The Organisation: Wild Will is a theatre company and charity that creates immersive outdoor theatre experiences based on the work of William Shakespeare. All members of crew and company are volunteers. Through our work we aim to engage different communities and bring Shakespeare to life.

Our Commitment/Policy Statement

We are committed to creating an environment that is safe for all children, young people and vulnerable adults regardless of whatever their culture, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in a Wild Will production or workshop in a safe manner.

- The welfare of the child is paramount;
- No child, group of children or adults must be treated any less favourably than others in being able to access services which meet their particular needs.
- All children and adults, whatever their culture, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in a Wild Will production or workshop in a fun and safe environment;
- Taking all reasonable steps to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings;
- All suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately;
- Working in partnership with parents and children is essential for the protection of children.
- Children and parents are informed of the policy and procedures as appropriate.
- All Participants have the right to express their voice creatively.

Definition of a child, young person or vulnerable adult

A child/young person is defined as a person under the age of 18 (Children's Act 1989) or a vulnerable adult receiving regulated activity, defined as: 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.

WILD WILL

THEATRE COMPANY

Delivering our Commitments

All members of the crew and company will be asked to read and agree to the safeguarding policy.

Key members of the production team will undergo an enhanced DBS check as required.

No member of the crew/production team will work or rehearse alone with young people or vulnerable adults.

All young people that join the company will have a meeting with the production team and their parents and guardians outlining how Wild Will's safeguarding policy works and asking for their agreement.

Team members will be advised of who to raise concerns to (safeguarding lead) and how to escalate any concerns about the wellbeing of young people or vulnerable adults.

Permission will be sought for pictures to be taken of any young people or vulnerable adults from both the individuals and their parents/carers/guardians.

Contact with adults within the company will be monitored and agreed – for example on team whatsapp groups. No adult should contact young people outside of the agreed lines of communication.

Any young or vulnerable people acting or volunteering in a Wild Will production and their parents/guardians will agree on the content of what they will performing or the tasks they will undertake.

Code of behaviour

All team members should adhere to the following principles and actions. Each trustee, company member and volunteer has a responsibility to ensure that young people and vulnerable adults are protected from harm. It is the responsibility of all to ensure

that:

- Their behaviour is appropriate at all times and they provide a good example of acceptable behaviour.
- They recognise the position of trust in which they have been placed.

Wild Will Theatre Company registered as a charity in England and Wales.
Principal office: Beechcroft, Fore Street, Holbeton, Plymouth PL8 1NE Registered Charity No: 1209488

WILD WILL

THEATRE COMPANY

- The relationships they form with the young people under their care are appropriate and professional.
- They show respect and understanding of young people, and their safety and welfare, and conduct themselves in a way that reflects our principles
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage open communication with no secrets);
- When taking part in a challenging activity promote fairness, confront and deal with bullying appropriately;
- Treat all young people equally and with respect and dignity;
- Always put the welfare of the young person first;
- Avoid unnecessary physical contact with young people. Where any form of manual/physical support is required it should be provided openly and with the consent of the young person. Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the young person's consent has been given;
- Be an excellent role model, this includes not smoking, drinking alcohol or swearing in the company of young people;
- Provide constructive feedback rather than negative criticism;
- Recognise the developmental needs and capacity of the young person without pushing them against their will;
- Keep a written record of any injury/incident that occurs, along with details of any treatment given

Poor Practice

The following are regarded as poor practice and should be avoided by the team :

Unnecessarily spending excessive amounts of time alone with young people away from others;

- Engaging in rough, physical or sexually provocative games, including horseplay;
- Allowing or engaging in inappropriate touching of any form;
- Allowing young people to use inappropriate language unchallenged;
- Making sexually suggestive comments to a young person
- Reducing a young person to tears as a form of control;
- Allowing allegations made by a young person to go unchallenged, unrecorded or not acted upon.

WILD WILL

THEATRE COMPANY

- Doing things of a personal nature that the young person can do for themselves;

When a case arises, where it is impractical or impossible to avoid certain situations (e.g. touching a young person when providing first aid) the tasks should only be carried out with the full understanding and consent of the young person involved.

Defining Child Abuse

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm, it commonly occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a young person regardless of their age, gender, race or ability.

There are five main types of abuse: physical abuse, sexual abuse, emotional abuse, bullying and neglect:

Physical Abuse: where adults physically hurt or injure a young person (e.g. hitting, shaking) or giving young people alcohol or inappropriate drugs would also constitute child abuse;

Sexual Abuse: occurs when adults (male and female) use children to meet their own sexual needs. This could include an adult using his/her power, authority, or position to use a child sexually to satisfy his/her own needs, and ranges from sexually suggestive comments to full intercourse, and includes involving the child in any form of pornography; This includes non-physical forms such as online grooming or watching sexual acts.

Emotional Abuse: the persistent emotional ill treatment of a young person, likely to cause severe and lasting adverse effects on the child's emotional development. It may involve telling a young person they are useless, worthless, unloved, inadequate or valued in terms of only meeting the needs of another person. It may feature expectations of young people that are not appropriate to their age or development. It may cause a young person to be frightened or in danger by being constantly shouted at, threatened or taunted which may make the young person frightened or withdrawn. Other forms of emotional abuse could take the form of name calling and bullying;

Bullying: Bullying may come from another young person or an adult. Bullying is defined as deliberate hurtful behaviour, usually repeated over a period of time,

WILD WILL

THEATRE COMPANY

where it is difficult for those bullied to defend themselves. There are three main types of bullying. It may be physical (e.g. hitting, kicking, slapping), verbal (e.g. racist or homophobic remarks, name calling, graffiti, threats, abusive text messages), emotional (e.g. tormenting, ridiculing, humiliating, ignoring, isolating from the group), or sexual (e.g. unwanted physical contact or abusive comments); and

Neglect: Neglect occurs when an adult fails to meet the young person's basic physical and/or psychological needs, to an extent that is likely to result in serious impairment of the child's health or development. For example, failing to provide adequate food, shelter and clothing, failing to protect from physical harm or danger, or failing to ensure access to appropriate medical care or treatment.

Additionally, Online Abuse can be the transport method of a variety of different types of abuse. From bullying, emotional abuse, grooming or sexual abuse.

Reporting suspicions and allegations

If a member of the team suspects that a child or vulnerable adult is suffering abuse or is told either directly or indirectly, then they must follow the appropriate procedure to escalate this concern which will then be reported to the appropriate authority. Reporting an allegation of child abuse is a very serious thing and should be considered carefully, however taking no action is not an option in child protection

If you suspect that someone is abusing a child, reporting the abuse may not be something you want to consider. Especially if the alleged abuser is a friend or family member. Your initial reaction may be to dismiss it or try to prove it's not true. But it's vital that you report your concerns if you feel a child is in danger. By not reporting your concerns it could mean that the abuse will continue.

A. Child reports/indicates possible child abuse by a Wild Will team member

Always

- Stay calm, ensure the young person is safe and feels safe;
- Show and tell the young person that you are taking what they are saying seriously;
- Reassure the young person and stress that they are not to blame;
- Be honest, explain you will have to tell someone else to stop the alleged abuse;
- Ensure a report is completed within 24 hours of it being reported;

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THEATRE COMPANY

- Maintain confidentiality- only tell others if it will help protect the young person; and
- Provide option of them calling helpline numbers themselves (UK: NSPCC 0800 800 5000 or ChildLine on 0800 1111)
- If an online or eConcern then report to the Child Exploitation Online Protection Centre at: <https://ceop.police.uk/safety-centre/>

Never

- Rush into actions that may be inappropriate;
- Make promises you cannot keep;
- Ask inappropriate questions which may jeopardise the situation with the authorities;
- Take sole responsibility; and
- Do not take any direct action for either the child or alleged abuser (if known).

B. A Wild Will Team member suspects some form of abuse

The team member has a responsibility of reporting immediately to the safeguarding lead.

Safeguarding lead will then consider facts and information available; and escalate to the appropriate authorities.

Working with young people

All volunteers and employees involved with supervising rehearsals with children will be enhanced DBS checked

All DBS checks are renewed every 3 years.

All volunteers and employees involved with schools outreach will have an Enhanced DBS checks.

Nominated safeguarding lead

Megan Freese (Trustee) meganfreese@yahoo.co.uk 0777587667

This policy will be reviewed and updated every 6 months.

WILD WILL

THEATRE COMPANY

Photography, Filming & Digital Media

1. Purpose

This policy ensures that all photography, filming, and digital media use within our theatre protects the safety, dignity, and privacy of children, young people, and vulnerable adults, while supporting creative expression and publicity needs.

2. Scope

Applies to all staff, volunteers, contractors, visiting companies, and audience members at rehearsals, performances, workshops, and events.

3. Principles

- The welfare of children and young people is paramount.
- Images will be used respectfully and never in a way that could cause harm, distress, or embarrassment.
- Consent will always be sought before taking or using identifiable images.

4. Consent for anyone under 18

- Written consent from parents/carers is required for anyone under 18.
- Consent forms will specify how images will be used (e.g., programmes, website, social media).
- Individuals may withdraw consent at any time, and images will be removed where possible.

5. Photography & Filming Rules

- No unauthorised photography or filming during rehearsals or performances.
- Official photographers must be approved by the Safeguarding Lead.
- Images must not include personal details (full name, address, school etc).
- Avoid images that could be misused or place a child at risk.

6. Storage & Security

- Digital files stored securely with password protection.
- Images kept only as long as necessary for the agreed purpose.
- No sharing of images via personal devices or accounts.

WILD WILL

THEATRE COMPANY

7. Social Media & Publicity

- Only authorised staff may post official images.
- No tagging of children or young people in public posts.
- All content must align with safeguarding and data protection laws.

8. Breaches

- Any breach of this policy will be treated seriously and may result in action being taken or referral to safeguarding authorities.

9. Review

- This policy will be reviewed annually or sooner if legislation or best practice changes.

Rehearsals / Performances to be photographed to be agreed in advance with the Director or Producer

The photographer is responsible for the full process, including shooting and post-production.

We are aware how time consuming it is taking, editing and distributing photos therefore it is anticipated that 2 rehearsals and one live show are sufficient to be photographed per production with a maximum of 100 photos per production

It would be useful to have a mix of photos such as:

- Publicity shots (posed, character portraits).
- Rehearsal documentation (candid, behind-the-scenes).
- Live production shots (during dress rehearsals or specific photo calls).

The photos are owned by the photographer who retains the right to use the images for their own portfolio, website, exhibitions, or competitions, provided the original production is credited.

Wild Will is granted a non-exclusive license to use the photographs in perpetuity for the following purposes:

- Marketing and promotional materials (website, social media, print brochures, posters, advertising).

WILD WILL

THEATRE COMPANY

- Archival and historical records of the production.
- Use by third parties promoting the company (e.g., local arts councils, media outlets, tourist boards).

Wild Will is responsible for public liability insurance, while the photographer is responsible for their own equipment and personal accident insurance.

Wild Will agrees to credit the photographer on the charity's website and in printed programmes.

Updated 25/02/2026