



Green Room Place (GRP) Safeguarding Policy for Young People (Aged 18-20)

Updated & Approved by Company Directors and Qualified Pastoral Staff on January 27th, 2025.

1. Policy Statement

Green Room Place (GRP) is a limited company set up to benefit young people aged 10–20 years old who are interested in furthering their musical education. This includes a range of music courses such as online, residential, and day courses, as well as associated concerts.

For the purposes of this policy, "young people" refers to individuals aged 18 to 20 years old who participate in GRP's courses. Although young people aged 18 and over are legally adults, GRP acknowledges that they may still face specific vulnerabilities in relation to their education, mental health, and well-being, and thus requires safeguarding protections similar to those for minors.

GRP's safeguarding policy for young people is grounded in our commitment to providing a safe and supportive environment for all participants, enabling them to reach their full potential in a context free from harm, abuse, or neglect. We are dedicated to ensuring that the rights, safety, and well-being of young people are paramount in all our operations, whether they are participating in residential, day, or online courses.

This policy is publicly available on all GRP websites, including **greenroomplace.com**, **greenroomtheory.com**, and **greenroompianofestival.com**. All students, staff, parents, and external agencies associated with GRP have access to this policy, which aims to ensure that communication is open and effective.

2. Aims of the Policy

This policy aims to:

- Ensure the safety and well-being of all young people participating in GRP's educational activities.
- Provide a clear framework for team members to identify and respond to safeguarding concerns, including physical, emotional, or sexual abuse.
- Promote a culture of respect, responsibility, and professionalism among staff, students, and the wider GRP community.

- Ensure that appropriate actions are taken in response to concerns or incidents involving young people, recognising their evolving legal status as adults and their potential vulnerabilities.

3. Safeguarding Principles for Young People (Aged 18-20)

While young people in the 18-20 age group are legally adults, GRP recognises that they may still face specific safeguarding needs, including:

- **Mental health concerns:** Young people may experience issues related to stress, anxiety, depression, or trauma, especially in high-pressure environments such as music courses or performance settings.
- **Bullying and harassment:** As adults in a communal living or learning environment, young people may experience bullying, harassment, or inappropriate behaviour that can affect their safety and well-being.
- **Sexual harassment:** Despite their age, young people may be vulnerable to sexual harassment or exploitation, particularly in environments where power imbalances exist (e.g. teacher/student or peer relationships).
- **Alcohol and substance misuse:** Young people aged 18-20 may encounter pressures related to alcohol or substance misuse, either within or outside the educational environment.

This policy applies to all young people attending residential, day, and online courses organised by GRP.

4. Roles and Responsibilities of Team Members

GRP staff have a responsibility to ensure the safeguarding of young people in all settings, including during residential and non-residential courses. The following roles are defined:

- **Nominated Safeguarding Officer (NSO):** The NSO is responsible for overseeing safeguarding matters concerning young people and for managing any disclosures or concerns. The NSO will ensure that appropriate referrals are made to external agencies where necessary and that young people are supported throughout the process. The NSO will receive regular safeguarding training and act as the point of contact for any concerns.

Current NSO for 2025 residences:

Will Fowler

Email: willfowler@greenroomplace.com

- **Team Members (Instructors, Pastoral Staff, Directors):** All GRP team members are responsible for creating and maintaining a safe, supportive environment for young people. This includes recognising signs of abuse, neglect, bullying, and emotional

distress, and responding appropriately. Staff are also required to report any safeguarding concerns promptly to the NSO.

5. Training and Support for Staff

All team members working with young people aged 18-20 must receive comprehensive safeguarding training. This includes:

- **Safeguarding and child protection training**, as per UK guidelines.
- **Mental health first aid** and appropriate training in recognising signs of emotional or psychological distress.
- **Alcohol and substance misuse awareness** to help recognise any related concerns in young people.
- **Sexual harassment and abuse training**, with a focus on ensuring a safe, respectful environment free from any form of harassment or discrimination.

Before each residency, team members will also undergo specific training in relation to their roles and the needs of young people.

6. Safeguarding Procedures for Young People

While young people aged 18-20 are legally adults, they may still require additional safeguarding considerations. The following procedures will be followed:

- **Pre-Course Screening:** All students will be provided with a safeguarding briefing and informed about the support services available to them, including how to raise concerns, whether related to bullying, harassment, or mental health.
- **Student Well-Being:** During the residency or course, pastoral support will be provided to ensure students' mental, physical, and emotional well-being. This includes regular check-ins with staff and the availability of private spaces for students to talk if needed.
- **Confidentiality and Trust:** GRP respects the confidentiality of all students but will also inform them that if a safeguarding concern arises, it may need to be shared with appropriate professionals. GRP will never break confidentiality if it could result in harm to a young person.
- **Raising Concerns:** Young people can raise concerns with any team member or directly with the NSO. In case the student feels uncomfortable speaking to the NSO, they can contact any member of the pastoral team.

7. Reporting Concerns

Concerns about safeguarding may be raised by students, staff, or others involved in GRP's activities. The following steps should be followed:

- **Immediate Reporting:** Any safeguarding concerns must be reported immediately to the NSO or another senior team member.
- **Documentation:** The concern must be documented in writing, using the student's own words where possible. This should be signed and dated, with the details of any follow-up actions noted.
- **Support for the Young Person:** Where necessary, the young person will be provided with support, including mental health services or pastoral care, to help them through the process of raising a concern or making a report.

If the concern is about the behaviour of another staff member, or if the student is not comfortable reporting to the NSO, they can contact an alternative designated staff member, or use the **whistleblowing procedure**.

8. Support for Young People in Crisis

If a young person's welfare is at risk (e.g. they are experiencing mental health difficulties, are the victim of abuse or exploitation, or are at risk of self-harm), GRP will:

- Offer immediate support through the pastoral care team and direct the young person to appropriate counselling services if needed.
- In urgent cases, refer the young person to external services, such as a GP, NHS mental health services, or local emergency support services.
- Ensure that the young person has access to a confidential, safe environment where they can express their concerns or distress.

9. Anti-Bullying and Harassment

GRP operates a **zero tolerance** policy towards bullying and harassment, whether physical, emotional, verbal, or sexual. This includes bullying based on race, gender, sexual orientation, disability, or any other protected characteristic under UK law.

- **Prevention:** All students and staff are made aware of the anti-bullying and harassment policy before the start of the residency.
- **Reporting:** Any instances of bullying or harassment will be taken seriously, investigated, and dealt with promptly, with appropriate actions taken against the perpetrator.

Students are encouraged to report any issues of bullying or harassment, either to a team member or directly to the NSO.

10. Reviewing the Safeguarding Policy

This policy will be reviewed annually and updated where necessary to ensure it meets the current safeguarding requirements and reflects the best practices in line with UK law.