

# Chaperone Code of Conduct

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Safe working practice for Chaperones  
Working with Children and Young  
People

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## 1. Context

**This guide gives some of the information that you will need to be able to carry out your duties as a Chaperone.**

- 1.1 Everyone that works with children and young people in Barnsley should familiarise themselves with Barnsley Safeguarding Children's procedures and will have completed the online Safeguarding training.
- 1.2 Members of the public are entitled to expect the highest standards of conduct from everyone who works, volunteers or is licensed to provide a service by Barnsley Council. The Chaperone Code of Conduct sets out the standards of behaviour the Council expects of its licensed Chaperones. It applies to all Chaperones that are licensed by Barnsley Council. The code of conduct forms part of your terms and conditions when undertaking the role as a Chaperone.
- 1.3 Chaperones must ensure they have read and understood the code. All Chaperones licensed by Barnsley Council have a duty to follow the Code of Conduct.
- 1.4 If a Chaperone behaves in a way that is inconsistent with the code, the local authority will act and may take steps to revoke the Chaperone's license.
- 1.5 All chaperones working with children and young people have a crucial role to play in safeguarding their well being. They have a unique opportunity to interact with children and young people in ways that are both affirming and inspiring. This code of conduct has been produced to help Chaperones establish safe and responsive environments which safeguard young people and reduce the risk of adults being unjustly accused of improper or unprofessional conduct.
- 1.6 All Chaperones will either work or volunteer for an organisation. The organisation is responsible for organising, producing or running an activity or production.

**This means that the code of conduct:**

- Applies to all Chaperones working with children and young people in entertainment settings.
- Will provide guidance where an individual's suitability to work with children and young people has been called into question.

## 2. The Legislation

2.1 The legislative framework relates to:

- Children in Entertainment: Performing on stage, television, film, radio, commercials etc,
- Children working in paid/professional sport; and,
- Children working as models.
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2.2 This guidance is written in accordance with the following legislation:

- The Children and Young Persons Act 1933
- The Children and Young Persons Act 1963
- The Children (Protection at Work) Regulations 1998
- The Children (Performance and Activities) (England) Regulations 2014

The NNCEE (National Network for Children in Employment and Entertainment) is a national voluntary body, provided advice and guidance to its membership which is predominantly made up of specialists from local authorities<sup>1</sup>

The law governing performances by children is very complex. It tries to be comprehensive; to be fair to both producers and children; to protect children from exploitation or harm and to allow them the liberty of using their talents in public.

2.3 All children, from birth until they cease to be of compulsory school age, are required to be licensed by the Local Authority (LA) in which they live prior to taking part in a performance.

2.4 The legislation is to secure the health, proper treatment, and education of children whilst they are taking part in entertainment. It concerns all such children from the day they are born through to the day when they are no longer of compulsory school age. Compulsory school age **does not cease on their sixteenth birthday** and is on the last Friday in June of the academic year in which the young person is 16 years of age.

2.5 The legislation refers to an **approved person** called a 'Matron', also known as a **Chaperone** and they are employed in a voluntary or paid capacity. They are someone who looks after the welfare of a child who is taking part in entertainment in certain circumstances.

2.6 The primary legislation comes from the Children and Young Persons Acts of 1933 and 1963 (with later amendments). The 1963 Act empowers the Secretary of State to make Regulations that prescribe conditions to be observed with respect to children taking part in performances. Currently these are the "Children (Performances and Activities) (England) Regulations 2014 which include the following:

*The Chaperone shall be in charge of the children at all times except when a child is in the charge of his parent or a tutor".*

*"A Chaperone will not be prevented from carrying out their duties as Chaperone by other duties".*

2.7 The term 'Entertainment' includes.

- Taking part in a performance where the public pay to have access.
- Any performance in licensed premises, (hotel, public house, etc.)
- Any broadcast performance, including radio programmes.
- Any performance not falling within (3) above but included in a Programme service.
- Any performance which is being recorded for use in a broadcast, programme service or film.

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<http://www.nncee.org.uk/legislation-employment-a-entertainment/uk-performance-legislation/england>

- Taking part in modelling or sport for which the child or any other person receives payment.

The first 5 items here are termed performances which also includes certain rehearsals for a performance. The sixth item is termed an activity; however, they all come under the term of “entertainment”.

### **3. Principles**

- The welfare of the child is paramount.
- It is the responsibility of all adults to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children and young people.
- Adults who work with children are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable persons to question their motivation and/or intentions.
- Adults should work, and be seen to work, in an open and transparent way.
- The same professional standards should always be applied regardless of culture, disability, gender, language, racial origin, religious belief and/or sexual identity.
- Adults should continually monitor and review their practice and ensure they follow the guidance contained in this document.

### **4. Suitability**

- 4.1 The information contained in this document is an attempt to identify behaviours that are expected of Chaperones who work with children and young people. Chaperones whose practice deviates from this guidance and /or their professional or employment-related code of conduct may bring into question their suitability to work with children and young people in the capacity of a chaperone.

#### **This means that Chaperones should:**

- have a clear understanding about the nature and content of this document.
- Discuss any uncertainties or confusion with the Local Authority
- Understand what behaviours may call into question their suitability to continue their role as a chaperone.

### **5. Duty of Care**

- 5.1 Chaperones who act in loco parentis of children and young people are accountable for the way in which they exercise authority, manage risk, use resources and safeguard children and young people. Whether working in a paid or voluntary capacity chaperones have a duty to keep children and young people safe and to protect them from sexual, physical and emotional harm. Children and young people have a right to be treated with respect and dignity. It follows that trusted adults are expected to take reasonable steps to ensure the safety and well-being of children and young people. Failure to do so may be regarded as neglect.

- 5.2 The duty of care is in part, exercised through the development of respectful and caring relationships between adults and children and young people. It is also exercised through the behaviour of the adult, which at all times should demonstrate integrity, maturity and good judgement. Everyone expects high standards of behaviour from adults who work with children and young people including Chaperones. When individuals accept such work, they need to understand and acknowledge the responsibility and trust inherent in that role.
- 5.3 Chaperones carry out their duties in a range of work and performance settings. The organisation that has commissioned or employed the chaperone's services has a duty of care towards them and the children/young people that are taking part in the activities. These duties arise under the Health and Safety at Work Act 1974. This Act requires the provision of a safe working environment and provides guidance about safe working practices. Chaperones should be treated fairly and reasonably in all circumstances.
- 5.4 At no time should a child perform if unwell. If a child becomes ill or is injured while in the Chaperone's charge, the parent should be informed, and medical assistance gained. In the event of a child being too ill to perform, the Chaperone must make arrangements for the child to be sent home under proper escort. In case of serious illness/accident the child should be sent to hospital and the **child's parents and LA should be informed immediately**
- 5.5 The Human Rights Act 1998 sets out important principles regarding protection of individuals from abuse by state organisations or people working for those institutions. Adults who are subject to an allegation should therefore be supported and the principles of natural justice applied.
- 5.6 Chaperones also have a duty to take care of themselves and anyone else who may be affected either by their actions or their failure to act. An employer's duty of care and the adult's duty of care towards children should not conflict. This 'duty' can be demonstrated through the use and implementation of these guidelines.
- 5.7 The Chaperone must ensure that the children are always supervised, i.e. escorted on and off stage, during rest periods and while using the toilet facilities. The Chaperone must be satisfied with the arrangements for the dressing rooms, toilets, and any other facilities that the children make use of. The Chaperone should not at any point administer medication.
- 5.8 Children should be provided with nutritional food and not have take-away snacks. Any special diets required for medical reasons, or on moral or religious grounds, must be provided for.
- 5.9 The arrangements for the journey from and the return to home must be satisfactory for the children's safety.
- 5.10 The Chaperone must ensure that each child is collected either by their own parent or an 'authorised collection person' i.e. a named person who the parent has previously authorised, in writing, to collect their child from the theatre.

**This means that Chaperones should:**

- Understand the responsibilities, which are part of their chaperone role, and be aware that sanctions will be applied if these provisions are.

breached

- Always act, and be seen to act, in the child's best interests
- Avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Take responsibility for their own actions and behaviour.

### **Employers of Chaperones should ensure that:**

- an interview is held following an application form being submitted.
- all DBS and references are checked and satisfied the person has been cleared to work in this area.
- all Chaperones employed in this role complete safeguarding training, including online material.
- appropriate safeguarding and child protection policies and procedure is adopted, implemented, disseminated, and monitored.
- codes of conduct/codes of practice are continually monitored and reviewed
- where services or activities are provided by another body, the body concerned has appropriate safeguarding policies and procedures.
- they foster a culture of openness and support.
- systems are in place for concerns to be raised.
- there is in place an effective recording system which records discussions, decisions, and the outcomes of any actions taken.
- adults are not placed in situations which render them particularly vulnerable
- all chaperones have access to and understand this code of conduct
- the chaperone job description/person specification clearly identify the competences necessary to fulfil the role of chaperone.

### **IMPORTANT NOTE**

Loco Parentis is to have care and control of a child; and safeguard, support and promote the wellbeing of a child whilst taking part in an activity, performance, or rehearsal or whilst the child is living elsewhere that the place the child would otherwise live during the periods to which the performance license applies.

## **6. Confidentiality**

- 6.1 Chaperones may have access to confidential information about children and young people to undertake their responsibilities. In some circumstances they may have access to or be given extremely sensitive or private information. These details must always be kept

confidential and only shared when it is in interests of the child to do so. Such information must not be used to intimidate, humiliate, or embarrass the child or young person concerned.

- 6.2 If a chaperone who works with children is in any doubt about the sharing of information or its confidentiality, he or she should seek guidance from a senior member of staff or a designated child protection person.
- 6.3 The storing of information about children and young people is governed by the Data Protection Act 1998. Employers should provide clear advice to chaperones about their responsibilities under the legislation. A copy of our Transparency Notice under GDPR principles is available on request.
- 6.4 Whilst chaperones need to be aware of the need to listen to and support children and young people, they must also understand the importance of not promising to keep secrets. Neither should they request this of a child/young person under any circumstances.
- 6.5 Concerns and allegations about adults should be treated as confidential and passed to a senior manager and the Safeguarding Lead without delay. If necessary, the Local Authority Designated Officer (LADO) must also be informed.

**This means that Chaperones should:**

- Be clear about when information can be shared and in what circumstances it is appropriate to do so.
- treat information they receive about children and young people in a discreet and confidential manner
- seek advice from a senior member of staff if they are in any doubt. about sharing information, they hold, or which has been requested of them
- know to whom any concerns or allegations should be reported.

**IMPORTANT NOTE**

If a chaperone has a safeguarding concern about a child, then they should follow the procedure set out in section 20 *Sharing Concerns and Recording Incidents* below. This includes direction on how and when to share information in such circumstances. It's paramount to highlight that where concerns are of the nature of sexual abuse, forced marriage or fabricated and induced illness you should contact children's service without the knowledge of parents or those deemed to be perpetrators as this may increase the risk posed to the child. Further information can be found in the Wakefield Council Safeguarding Procedures

**7. Making a Professional Judgement**

- 7.1 This code of conduct does not provide a complete checklist of what is, or what should appropriate behaviour for Chaperones in all circumstances. There may be occasions and circumstances in which adults have to make decisions or take action in the best interest of the child or young person which could contravene this code or where no advice/guidance



exists. Individuals are expected to make judgements about their behaviour to secure the best interest and welfare of the children in their charge. Such judgements, in these circumstances, should always be recorded and shared with the organisation that they are working/volunteering for and the parent/carer. In undertaking these actions individuals will be seen to be acting responsibly and reasonably.

7.2 Chaperones should always consider whether their actions are safe, warranted, proportionate and applied equitably.

**This means that where no specific guidance exists Chaperones should:**

- Discuss the circumstances that informed their action, or their proposed action, with their organisation and/or with the parent/carer (but not in specific safeguarding circumstances – see section 20)
- Report any actions which could be miss interpreted to their organisations.
- Always discuss any misunderstandings, accidents, or threats with their organisation
- Record any area of disagreement about course of action taken.
- Ensure they have copies of records which confirm decisions, discussions and reasons why actions were taken.
- Contact Barnsley Council Licensing Officer or the employer.

## **8. Power and Positions of Trust**

- 8.1 All adults working with children and young people are in positions of trust in relation to the young people in their care. Broadly speaking, a relationship of trust can be described as one in which one party is in a position of power or influence over the other by virtue of their work or the nature of their activity. It is vital for all those in positions of trust to understand the power this can give them over those they care for and the responsibility they must exercise as a consequence of this relationship.
- 8.2 A relationship between an adult and a child or young person cannot be a relationship between equals. There is potential for exploitation of and harm to vulnerable young people, adults have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification.
- 8.3 Adults should always maintain appropriate professional boundaries and avoid behaviour which might be misinterpreted by others. They should report and record any incident with this potential.
- 8.4 Where a person aged 18 or over is in a specified position of trust with a child under 18, it is an offence for that person to engage in sexual activity with or in the presence of that child, or to cause or incite that child to engage in or watch sexual activity. This includes any other such behaviour that me perceived by those involved as threatening or that makes them feel uncomfortable and unsafe. Adults should always be aware of how their actions may be perceived by others, whether they are intentional or not.

**This means that adults should not:**

- Use their position to gain access to information for their own or others advantage.

- Use their position to intimidate, bully, humiliate, threaten, coerce or undermine children or young people.
- Use their status and standing to form or promote relationships which are of a sexual nature, or which may become so

## **9. Expectations of Behaviour**

- 9.1 Chaperones working with children and young people have a responsibility to maintain public confidence in their ability to safeguard the welfare and the best interests of children and young people. It is therefore expected that they will adopt high standards of personal conduct in order to maintain the confidence and respect of the public in general and all those with whom they work.
- 9.2 There may be times, for example when an adult's behaviour or actions in their personal life come under scrutiny from local communities, the media or public authorities. This could be because their behaviour is considered to compromise their role as a chaperone and their suitability to work with children and young people. Misuse of drugs, alcohol, social media or acts of violence would be examples of such behaviour. Chaperones looking after children and young people should therefore understand and be aware that safe practice also involves using judgement and integrity about behaviours in places other than the work setting. This includes always checking your privacy settings on social media.
- 9.3 The behaviour of a chaperone's partner or other family member may raise similar concerns and requires careful consideration by the local authority as to whether there may be a potential risk to the children and young people that the chaperone has a responsibility for.

### **This means Chaperones should not:**

- Behave in a manner which would lead any reasonable person to question their suitability to work with children or act as a role model.
- Make, or encourage others to make unprofessional personalised comments which scapegoat, demean or humiliate, or which might be interpreted as such.

### **This means that Chaperones should:**

- Be aware that behaviour in their personal lives may impact upon their role as a chaperone.
- Follow the code of conduct issued by the Local Authority which issued their Chaperone Licence
- Follow any code of conduct deemed appropriate by the organisation/production company they are working/volunteering for.
- Understand that the behaviour and actions of their partner (or other family members) may raise questions about their suitability to continue their role as a chaperone.

## **10. Dress and appearance:**

- 10.1 A Chaperone's dress and appearance are matters of personal choice and self expression. However, adults should dress in ways which are appropriate to their chaperone role, and this may need to be different to how they dress when not at work.

Chaperones who work with children and young people should ensure they take care to dress appropriately for the tasks and the work they undertake.

10.2 Those who dress in a manner which could be considered as inappropriate could render themselves vulnerable to criticism or allegations.

**This means that chaperones should wear clothing which:**

- Is suitable to their role and is appropriate.
- Is not likely to be viewed as offensive revealing or sexually provocative.
- Does not distract, cause embarrassment or give rise to misunderstanding.
- Is absent of any political or otherwise contentious slogans.
- Is culturally sensitive and is not considered to be discriminatory.

## **11. Personal Living Space:**

11.1 No child or young person should be invited into the home of a chaperone who works with them.

11.2 It is not appropriate for any organisation to expect or request that private living space be used for work with children and young people.

**This means that adults should:**

- Be vigilant in maintaining their privacy and mindful of the need to avoid placing themselves in vulnerable situations, i.e. in residential settings.
- Challenge any request for their accommodation to be used as an additional resource for the organisation.
- Be mindful of the need to maintain professional boundaries.
- Refrain from asking children and young people to undertake personal jobs or errands.

### **IMPORTANT NOTE**

On occasions chaperones may be living temporarily in accommodation with children/young people they have chaperone duties for. **See section 16.**

## **12. Gifts, rewards and Favouritism**

12.1 In some situations, the giving of gifts as rewards may be accepted practice for a group of children, whilst in other situations and the giving of a gift to an individual child or young person will be part of an agreed plan, recorded and discussed with senior manager and the parent or carer.

12.2 Adults should exercise care when selecting children and/or young people for specific activities or privileges to avoid perceptions of favouritism or unfairness. Methods and criteria for selection should always be transparent and subject to scrutiny.

12.3 Care should also be taken to ensure that adults do not accept a gift that might be construed as a bribe by others, or lead the giver to expect preferential treatment,

12.4 There are occasions when children, young people or parents wish to pass small tokens of appreciation to adults e.g. on special occasions or as a thank-you and this is acceptable. However, it is unacceptable to receive gifts on a regular basis or of any significant value.

**This means chaperones should:**

- Be aware of their organisation's policy on the giving and receiving of gifts.
- Ensure that gifts received or given in situations which may be misconstrued are declared.
- Generally, only give gifts to an individual young person as part of an agreed reward system with the parents/organisation.
- Ensure that all selection processes which concern children and young people are fair and that wherever practicable these are undertaken and agreed by more than one member of staff.

### **13. Infatuations**

13.1 Occasionally a child or young person may develop an infatuation with an adult who works with them. These adults should deal with these situations sensitively and appropriately to maintain the dignity and safety of all concerned. They should remain aware, however, that such infatuations carry a high risk of words or actions being misinterpreted and they should therefore make every effort to ensure that their own behaviour is above reproach.

**This means that chaperones should:**

- Report and record any incidents or indications (verbal, written or physical) that suggest a child or young person may have developed an infatuation with an adult in the workplace.
- Always acknowledge and maintain professional boundaries when working with children and young people.

### **14. Photograph/videos**

14.1 Working with children and young people may involve the taking or recording of images. Any such work should take place with due regard to the law and the need to safeguard the privacy, dignity, safety and well being of children and young people.

14.2 Informed written consent from parents or carers and agreement, and where possible, from the child or young person, should always be sought before an image is taken for any purpose.

14.3 Careful consideration should be given as to how activities involving the taking of images are organised and undertaken. Care should be taken to ensure that all parties understand the implications of the image being taken especially if it is to be used for any publicity purposes or published in the media, including social media.

14.4 No phones should be used in changing rooms, personal space etc. by Chaperones.

- 14.5 No chaperone should be taking photographs on their own personal equipment.
- 14.6 There also needs to be an agreement as to whether the images will be destroyed or retained for further use. Where these will be stored and who will have access to them.
- 14.7 Adults need to remain sensitive to any children who appear uncomfortable, for whatever reason, and should recognise the potential for such activities to raise concerns or lead to misunderstandings.
- 14.8 It is not appropriate for adults to take photographs of children for their personal use.

**This means chaperones should:**

- Be clear about the purpose of the activity and about what will happen to the images when the activity is concluded.
- Avoid making images in one-to-one situations or which show a single child with no surrounding context.
- Ensure the child/young person understands why the images are being taken and has agreed to the activity and that they are appropriately dressed.
- Only use equipment provided or authorised by the organisation.
- Report any concerns about any inappropriate or intrusive photographs.
- Always ensure that there is parental permission to take and/or display photographs.

**This means that adults should not:**

- Display or distribute images of children unless they have consent to do so from parents/carers.
- Use images which may cause distress.
- Use personal mobile telephones to take images of children.
- Take images 'in secret' or taking images in situations that may be construed as being secretive.

## **15. Social Media**

- 15.1 Following a few common-sense rules will help you to use your social media accounts without breaching the Chaperones code of conduct. Remember that even if your account is a purely personal one, you need to be aware of the content you post so that it complies with this code of conduct.

**Chaperones must**

- Ensure their account is a personal one.
- Remember to set appropriate privacy settings on your accounts and keep revisiting these to check they have not changed.
- Don't leave your social media accounts for general view.
- Think about what you post and don't say anything that would bring.

your role as a chaperone into disrepute

- Ensure that you do not accept any friend requests from children/young people you work with or send friend requests to any child or young person you work with.
- Inform the Child Protection Lead immediately if you become aware that a child is being groomed online or that you have suspicions this may be the case.

**IMPORTANT NOTE:** If at any time a chaperone has reason to believe that a child may be subject to grooming online or the sharing of inappropriate content, they should consult with the child protection lead at the earliest opportunity.

### **Chaperones must not**

- 'Friend' or 'follow' on social media children or young people they are or have worked with.
- Post any pictures/videos of children that they work with
- Swear/use inappropriate language or post photographs online that could cause offence.
- 'Follow' or 're-tweet' users that they know or believe to be children under the age of 18.
- Break the rules and guidelines of the social media site they are using.

## **16. Overnight stays /Trip and Outings**

- 16.1 Adults should take particular care when supervising children and young people on trips and outings, where the setting is less formal than the usual place of work. Chaperones remain in a position of trust and need to ensure that their behaviour remains professional at all times and stays within clearly defined professional boundaries.
- 16.2 Where activities include overnight stays, careful consideration needs to be given to sleeping arrangements. Children, young people, adults and parents should be informed of these prior to the start of any overnight stay. In all circumstances, those organising the overnight stay must pay careful attention to ensuring safe staff/child ratios and the gender mix of staff especially on overnight stays.

### **This means that Chaperones should:**

- Be aware of and have access to risk assessments in line with the organisation's policy where applicable.
- Have access to parental consent for any activities the children/young people are taking part in
- Never share beds with a child/children or young people or other adults whilst supervising young people
- Not share bedrooms unless it involves a dormitory situation and the arrangements have been previously discussed with person responsible for the production, and with parents and the children/young people themselves.
- Follow the smoking, alcohol and tobacco policy of the company / venue etc.

## **17. Transporting Children and Young People**

- 17.1 There will be occasions when chaperones are expected or asked to transport children as part of their chaperone role. Chaperones, which are expected to use their own vehicles for transporting children should ensure that the vehicle is roadworthy, appropriately insured and that the maximum capacity is not exceeded.
- 17.2 It is a legal requirement that all passengers should wear seat belts, and it is the responsibility of the chaperone to ensure that this requirement is met. Chaperones should also be aware of the current legislation and adhere to the use of car seats for younger children where adults transport children in a vehicle which requires a specialist licence/insurance e.g. PCV or LGV- chaperones should ensure they have appropriate licence, MOT if necessary and insurance to drive such a vehicle. Whenever possible transport primary school age children in the rear seats only
- 17.3 It is inappropriate for Chaperones to offer lifts to a child or young person outside their normal working duties, unless this have been brought to the attention of the production manager and agreed with the parent/carers in exceptional circumstances.
- 17.4 There may be occasions where the child/young person needs transport in an emergency or where not to give a lift may place a child at risk. Such circumstances must always be recorded and reported to the parent/carers and the organisation.

### **This means that Chaperones should:**

- Ensure they are fit to drive and free from any drugs, alcohol or medicine which is likely to impair judgement and/or ability to drive. This includes anything taken the day before.
- Avoid travelling in a convoy as attention to road conditions can be diverted and those at the rear can be tempted to take risks to keep up with the convoy. Ensure all drivers know the route / destination before departure.
- Be aware that the safety and welfare of the child is the chaperones responsibility until they are safely passed over to a parent/carer.
- If travelling a long-distance plan comfort break every two hours
- If you are using a minibus to transport a large number of children, ensure you have at least one other adult with you to supervise the children to allow the driver to concentrate on the road.
- Ensure all costumes and equipment is stored safely and securely.
- Record details of the journey in accordance with agreed procedures
- Ensure that their behaviour is appropriate at all times.
- Ensure that there are proper arrangements in place to ensure vehicle passenger and driver safety. This included having proper and appropriate insurance for the type of vehicle being driven.
- Ensure that any impromptu or emergency arrangements or lifts are recorded and can be justified if questioned.

## **18. Health and Safety**

The Law states that the maximum number of children in a Chaperone's care should not exceed 12. In some instances, 12 may be far too high, for example with very young

children, children of different gender or if the children are living away from home. Please consider these issues when deciding on the number of children that you agree to Chaperone.

Below is a list of typical hazards associated with theatrical and film performances. The list is not exhaustive but covers some of the more common areas that may give cause for concern. Ask to see the Risk Assessment carried out by the management. You should be satisfied that any risks which may affect the children have been identified and that effective control measures are in place.

- Fire Procedures
- Safe place to stand in wings or off the set.
- Movement of scenery
- Flying scenery
- Movement of any machinery
- Periods of temporary darkness (e.g. scene changes)
- Falls from a height.
- Smoke effects and dry ice.
- Excessive Noise
- Pyrotechniques
- Trapdoors
- Animals
- Electrical Cables If the performance is outdoors, then in addition to some of the above the following may need to be considered:
  - Protection from inclement weather
  - Movement of vehicles

## **19. Dangerous Performances**

Under the Children & Young Persons Act 1933 no child under compulsory school leaving age is permitted to do anything which may endanger life and limb. This could include, for example, working on wires such as in Peter Pan. A Chaperone must stop the producer using children in this way and inform the Local Authority immediately. An officer will respond swiftly.

## **20. Record Keeping**

### **20.1 Chaperone Licences**

It is important that you carry your Chaperone Licence with you at all times when 'on duty'. This ensures that other people are aware that you have been properly approved as a Chaperone by the Local Authority. You may be asked to provide your licence if an authorised officer from the Local Authority visits the premises to carry out an inspection.

### **20.2 Children's Performance Licences**

Licence application and legislation is complicated and there are some circumstances when a licence is not required. However, most children must be licenced to perform. Chaperones should not presume that a child has been licensed for a particular production and the child should not perform unless a licence has been granted. Always ask to see



the licence of a child you are chaperoning. Again, the licences should be available if an authorised officer from the Local Authority visits to carry out an inspection.

21.3 If the production company cannot prove that the child you are chaperoning is licensed you should inform either the child's local authority or the local authority in whose area the performance is taking place as soon as possible, otherwise a contravention may have occurred.

#### 20.3 Accident Book

Ensure that accidents are reported to and recorded by the management and examine the accident book every day.

#### 20.4 Daily Record Sheet

Production companies are required to log certain activities during a performance, i.e. arrival and departure times, times of breaks etc. In many cases this task is designated to the Chaperone who completes the forms and submits them to the company at the end of each day. However, the legal responsibility for this record keeping is with the Licence Holder. These records must be kept by the production company for six months after the last performance in the production.

### **21. Access to inappropriate images on the internet**

21.1 There are no circumstances that will justify adults possessing indecent images of children. Adults who access and possess links to such websites will be viewed as a significant and potential threat to children. Accessing, making and storing indecent images of children on the internet is illegal. This will lead to a criminal investigation and the individual being barred from working with children and young people, if proven.

21.2 Adults should not use equipment belonging to the organisation where they work/volunteer to access adult pornography; neither should personal equipment containing these images or links to them be brought into the place where they are carrying out their chaperone role.

21.3 Chaperones should ensure that children/young people are not exposed to any inappropriate images or web links. Chaperones need to ensure that internet equipment used by children/young people have the appropriate controls with regards to access, e.g. personal passwords should be kept confidential.

21.4 Where indecent images of children or other unsuitable material are found, the police and Local Authority Designated Officer (LADO) should be immediately informed. Adults will be informed not to investigate the matter or evaluate the material themselves, as this may lead to evidence being contaminated which in itself can lead to criminal prosecution.

#### **This means that organisations that employ or commission chaperones should:**

- Have a clear safety policy in place about access to and use of the internet.
- Make guidance available to both adults and children and young people about appropriate usage

#### **This means that Chaperones should:**

- Follow their organisations guidance on the use of IT equipment.
- Ensure that children are not exposed to unsuitable material on the internet.
- Ensure that any films or material shown to children and young people are age appropriate.

## **22. Whistle blowing.**

22.1 Whistle blowing is the mechanism which adults can voice their concerns made in good faith, without fear or repercussion. Each organisation should have a clear and accessible whistle blowing policy that meets the terms of the Public Interest Disclosure 1998.

22.2 Adults who use the whistle blowing procedure should be made aware that their employment rights are protected. Chaperones should acknowledge their individual responsibilities to bring matters of concern to the attention of senior management or relevant external agencies connected to the organisation that they are working/volunteering for. This is paramount when the welfare of children may be at risk.

### **This means that organisations should:**

- Ensure they have appropriate whistle blowing policies in place.
- Ensure that they have clear procedures for dealing with allegations against staff that are in line with their local safeguarding children's board procedures.

### **This means that Chaperones should:**

- Report any behaviour by colleagues that raises concern regardless of source.

## **23. Sharing concerns and recording incidents**

23.1 Information sharing is an important part of working with children and young people. Section 1.4 of the Wakefield Council Safeguarding Children Procedures sets out how information should be shared and the situations in which it is important to not share information with specific people<sup>2</sup>

23.2 Chaperones should be aware of their organisation's child protection procedures, including procedures for dealing with allegations against adults. All allegations must be taken seriously and investigated in accordance with the local procedures and statutory guidance. Chaperones who are the subject of an allegation are advised to contact the Local Authority that issued their licence.

23.3 In the event of any allegation being made, information should be promptly recorded and reported to the safeguarding lead for the organisation as soon as possible and without delay.

23.4 It is essential that accurate and comprehensive records are maintained wherever concerns are raised about the conduct or actions of adults working with or on behalf of children and young people.

**This means that Chaperones should:**

Be familiar with the organisations recording system for recording concerns.  
Should take responsibility for recording any incident and passing on any information where they have concerns about any matter pertaining to any adult in the workplace

Record and report any disclosures regarding a young person and speak to the Designated Safeguarding Lead. Information at this stage should not be shared anywhere else.

Record and report any concerns or allegations about another adult to the Local Authority Designated Officer (LADO) in the Local Authority in which the incident has occurred.

**This means that organisations should:**

Have an effective, transparent and accessible system for recording and Managing concerns raised by any individual in the organisation.

## **24 The Role of the Local Authority**

Local Authorities issue Performance Licences enabling children to appear in productions once they are satisfied that the child's health or education will not suffer.

### **24.1 Child's Health**

As part of the licensing procedure, the Local Authority will have received either a medical certificate from the child's doctor or, for modelling, a completed Health Questionnaire from the child's parent.

### **24.2 Child's Education**

If the child is required to have time off school to appear in a production the Local Authority will ensure that the Headteacher of the school the child attends has agreed to the absence. In certain circumstances, i.e. a long-running production, the Local Authority may require the production company to provide a private tutor for the child.

## **25. POWERS OF LOCAL AUTHORITY OFFICERS**

Local Authorities are entrusted to enforce the legislation concerning children who perform and as such have legal powers aimed at protecting those children. An authorised Local Authority Officer (usually either the Child Employment Officer or Child Licensing Officer) can enter any place of performance where a child is performing. The Officer can:

- Make an inspection of the premises and examine records.
- Make enquiries about any child taking part.
- Withdraw or refuse licences where reasonable grounds exist.
- Prevent any child from performing or continuing to perform.

## **26. Worried about a child?**

26.1. Every child and young person have the right to be safe. The Children Act 1989 gives every child the right to protection from abuse and exploitation and the right to have

enquiries made to safeguard his or her welfare Children and young people are vulnerable. The role of the Chaperone is essentially a child protection role in that you must ensure that the welfare of the child is paramount. Dealing with suspected or actual child abuse is always stressful and upsetting. It is helpful if the production company staff have a nominated person with child protection training who can offer advice and support to Chaperones. Where the production company has a nominated Child Protection person, they should be informed of the concern and should make the referral to **Social Care Direct**. If there is no Child Protection person or a referral is not made, you as a Chaperone have a duty to inform the Local Authority at once. Any child protection concern should be treated as highly confidential and not be discussed with others. Your actions should not place the child at risk of further harm.

- 26.2 If there are ever serious child protection issues, don't wait, contact the Police immediately and remove the child from the situation. If a child is in immediate danger of being harmed or is home alone, call the **police** on **999**. **This applies to the public, council staff, partners and outside agencies. Safeguarding is everyone's business.**

## 27. Complaints

**These will be dealt with in line with Barnsley Council Complaints Policy**

There are 3 stages to the Complaints Procedure:

**Stage 1** - complaints are handled by the relevant team Manager in the first instance they will provide the customer with a formal written response to the complaint.

**Stage 2** – If the customer is not happy with the outcome of the complaint at stage 1 an Independent Investigator is appointed to look at the complaint. The investigator produces a report with recommendations for the Council to respond to.

**Stage 3** - If the customer is still not happy with the outcome of the independent investigation, they can request a stage 3 Review Panel. At this point 3 independent panel members review the actions and decisions that have been taken at stage 1 and stage 2.

## **Barnsley COUNCIL CODE OF CONDUCT FOR CHAPERONES**

**CODE OF CONDUCT GIVEN TO CHAPERONE ON \_\_\_\_\_**  
\_\_\_\_\_

**CODE OF CONDUCT GIVEN TO CHAPERONE BY \_\_\_\_\_**  
\_\_\_\_\_

**CHAPERONE NAME** \_\_\_\_\_

**I CONFIRM THAT I HAVE RECEIVED THIS CODE OF CONDUCT  
AND I HAVE READ IT AND UNDERSTAND MY RERSPONSIBILITIES  
AND AGREE TO ACT WITHIN THE CODE AT ALL TIMES  
(Chaperone to sign)**

**Signed** \_\_\_\_\_

**Name** \_\_\_\_\_

**Date** \_\_\_\_\_

**Please return this page to admin-  
educationwelfareservice@barnsley.gov.uk**