

## CONSERVATOIRES UK (CUK) HR FORUM

### A COMMITMENT TO SAFEGUARDING WITHIN THE CONSERVATOIRE SECTOR

The conservatoire sector is fully committed to promoting a culture of safeguarding for its students, staff and visitors. Member institutions of Conservatoires UK will aim to deliver the highest safeguarding standards at every opportunity, within the individual contexts and policies of its respective institutions.

The CUK Principals Group has agreed the following safeguarding commitments:

- Institutions are to adopt the Office for Students (OfS) terminology defining safeguarding as 'harassment, sexual misconduct, physical or mental harm to students and staff', and are to be aware of the wider interpretation of safeguarding by the Charity Commission.
- Institutions are to strive for a safeguarding culture of 'zero tolerance'.
- There is a sector-wide commitment to implement an appropriate 'report and support' system, facilitating the reporting of concerns by students and staff, anonymous or otherwise.
- Institutions will facilitate the training of Governing Body members in safeguarding, recognising governance duties in relation to young persons under 18, vulnerable adults and for those over 18. As a minimum, there will be at least one trained safeguarding representative on each respective Governing Body.
- Continued mandatory safeguarding training for all staff, regardless of role or status.
- In addition to the above sector commitments, each institution will maintain their own code of conduct and keep them under review, as appropriate for individual organisations.
- Institutions will individually determine the frequency of subsequent reviews of approaches to safeguarding in conjunction with relevant audit requirements.
- Individual institutions are asked to consider the adoption of the '1752 Group and McAllister Olivarius Guidance to Address Staff Sexual Misconduct in UK Higher Education'.
- The importance of easy-to-find, well-signposted safeguarding policies, support mechanisms and reporting methods is acknowledged by all.