



# Bright Sparks Theatre Arts Company

## A Community Interest Company (C.I.C.)

### Established 2012

---

Bright Sparks Theatre Arts,  
8 The Grove,  
Moorhead,  
ShIPLEY,  
BD18 4LD.

#### **Whistle Blowing Policy 2023 - Introduction**

Safeguarding and having a whistle-blowing strategy are important for a theatre company involving adults with learning disabilities because it ensures the safety and well-being of the performers. These individuals may be more vulnerable to abuse or neglect, and it is crucial that the company has measures in place to protect them. A whistle-blowing strategy allows for any concerns or incidents to be reported and addressed quickly and appropriately. It also helps to create a culture of transparency and trust. Additionally, it is important for the theatre company to be compliant with relevant laws and regulations regarding the protection of vulnerable adults<sup>1</sup>.

A whistle-blowing system allows employees or other stakeholders to report concerns or incidents of misconduct, such as abuse or neglect, without fear of retaliation. This helps to create a culture of transparency and trust, where company members are held accountable for their actions and any issues can be addressed quickly and appropriately.

We have strategies in place that help prevent safeguarding issues from occurring in the first place. Including:

1. **Clear policies and procedures:** Having clear policies and procedures in place, such as a code of conduct or a safeguarding policy, can help to ensure that all company members understand their responsibilities and know what to do if they have concerns.
2. **Training and education:** Providing training and education to all company members on safeguarding, abuse prevention and detection, and whistle-blowing can help to create a culture of awareness and vigilance. Many support workers and collaborators who work with Bright Sparks Theatre are regularly trained; and experienced with, practical safeguarding in the workplace, with an inherent cohesive practice from working within, and for, organisations with their own formalised training and policies, such as Aspire CBS (formally part of Leeds City Council Adult Social Care), or Leep1 (and Café Leep), with associated support from Advonet<sup>2</sup>. (We cite Advonet in footnote 2, as an example of a partner organisation with policies we respect and share. The policies of Aspire CBS and Leep1 follow much the same pattern.)

---

[www.brightsparkstheatre.com](http://www.brightsparkstheatre.com)

Inclusive specialized arts and drama projects  
West Yorkshire (UK) based theatre company



# Bright Sparks Theatre Arts Company

## A Community Interest Company (C.I.C.)

### Established 2012

---

Bright Sparks Theatre Arts,  
8 The Grove,  
Moorhead,  
ShIPLEY,  
BD18 4LD.

#### **Whistle Blowing - Introduction (continued)**

3. Risk assessments: Conducting regular risk assessments can help to identify potential vulnerabilities or areas of concern and take steps to mitigate them.
4. Compliance with laws and regulations: Being aware of and compliant with relevant laws and regulations, such as the acts listed in footnote 1, can help to ensure that the company is meeting its legal obligations and protecting members of the Learning Disabled community. This applies when interacting in the same room/building, as well as our online activities, such as our Zoom drama sessions, "Life In The Cloud."
5. Communication and transparency: Encouraging open communication and transparency within the company can help to build trust and create a culture where concerns can be raised and addressed quickly and effectively.

---

<sup>1</sup> The Human Rights Act 1998, The Mental Capacity Act 2005, The Mental Health Act 2007, The Care Act 2014.

<sup>2</sup> Advonet is a charity and Community Interest Company in the United Kingdom that provides advocacy and support services for people who have a learning disability, mental health issue, or other vulnerabilities. They aim to empower individuals to make their own choices, have their voices heard and live their lives to the full. They also offer a range of services such as Independent Advocacy, Community Advocacy, Self-Advocacy, and Mental Capacity Advocacy services. Advonet operates in West Yorkshire, and its services are free, independent, confidential and impartial.



# Bright Sparks Theatre Arts Company

## A Community Interest Company (C.I.C.)

### Established 2012

---

Bright Sparks Theatre Arts,  
8 The Grove,  
Moorhead,  
Shipley,  
BD18 4LD.

#### Procedure

The purpose of this whistle-blowing policy is to provide a clear procedure for reporting any incidents where welfare practices have been breached by an individual or a group working for or with our theatre company. This policy is designed to protect vulnerable people, including adults with learning disabilities, by providing a safe and supportive environment for reporting any concerns related to bullying, sexism, racism, and discrimination. This policy applies to all individuals working for or on behalf of our theatre company, including employees, volunteers, contractors, and partners.

1. **Reporting concerns:** Any individual who becomes aware of an incident where welfare practices have been breached should report it immediately to the designated safeguarding officer (Marc Walton). If the safeguarding officer is the person who carried out the action(s) that were/are a cause for concern, then the report will be made to John Hudson (Artistic Director). The reporting individual may be a victim or a witness of the incident. The reporting will follow the protocol as laid out in our safeguarding policy.
2. **Confidentiality:** All concerns will be treated confidentially, and the reporting individual's identity will be protected to the extent possible. However, in some cases, it may be necessary to disclose the reporting individual's identity to the relevant authorities to enable proper investigation and resolution of the matter.
3. **Investigation:** All concerns will be taken seriously, and the designated safeguarding officer will carry out an investigation into the incident. The investigation may include interviews with the reporting individual, the alleged offender, and any other relevant individuals.
4. **Action:** If the investigation confirms that a breach of welfare practices has occurred, appropriate action will be taken. The action taken will depend on the severity of the breach and may include disciplinary action, termination of employment or partnership, and/or referral to Leeds Safeguarding Adults Board.
5. **Protection against retaliation:** The theatre company prohibits any form of retaliation against individuals who report concerns in good faith. Any form of retaliation will be treated as a separate breach of welfare practices and will be subject to investigation and appropriate action.

---

[www.brightsparkstheatre.com](http://www.brightsparkstheatre.com)

Inclusive specialized arts and drama projects  
West Yorkshire (UK) based theatre company