



# In-House Training

*Refreshing safeguarding policies with Watershed Arts*



**Watershed is a thriving Arts Centre in the heart of Bristol's historic waterfront with a specific focus on film, media and digital technologies. Containing three cinemas, a digital media studio, and a café & bar, Watershed offers a diverse programme of films, events, festivals, artist commissions, workshops and conferences. With around 100 full time members of staff working in various roles from trustees to technical staff, front of house and hospitality to production and engagement roles, Watershed identified a need to revise their child protection policies to ensure a consistent, whole team approach to safeguarding throughout the organisation.**

## What did we develop?

Through telephone conversations with our expert trainer Lesley, we worked to establish the following training goals for Watershed:

- A review of the current child protection and wider safeguarding policies and all linked documents (such as equality & diversity, recruitment) to include adults at risk
- A risk assessment review meeting with key staff across the organisation
- A Senior Leadership training day 'Embedding Safeguarding' to explore safeguarding at a strategic level, create a safeguarding action plan and examine ways in which to disseminate best practice.
- Support and feedback during the policy and handbook revision process
- A safeguarding training day for the whole staff team to disseminate the updated policy and linked documents and to reflect and review as a team.
- A workplace wellbeing training day with colleagues from other organisations invited to help establish best practice when working with young people and supporting their development in the workplace.



*Really clear, concise  
and provocative*

- Watershed Team Member

## How did we make a difference?

By conducting a thorough review of the Watershed staff handbook, Lesley was able to pull out areas for consideration and offer practical action planning and recommendations. Working closely with Watershed, Lesley designed and delivered bespoke training that brought the whole team together to build confidence in the revised child protection and safeguarding procedures and ensure safeguarding would be at the heart of their work.

Alongside a revised child protection policy, a key benefit to Watershed was how the Artsworld consultancy enabled the organisation to consult and engage with teams across the organisation that had not been consulted with previously, allowing for really meaningful risk assessment to take place with each team member fully involved in child protection and safeguarding and supporting young people in the workplace at Watershed.



*Artsworld provided a  
tailored programme  
and worked with us*

*throughout to give us close  
support and guidance. We're  
quite a complex organisation  
with a wide range of activities  
so working with Lesley over a  
number of sessions with  
different teams really helped  
to make sure everyone's voice  
was heard.*

- Miriam Randall, Executive  
Director, Watershed