

## Child and Adults at risk Safeguarding Policy

**Every Child has the right to say what they think in all matters affecting them and to have their views taken seriously**

– Article 12 UN Convention on the Rights of the Child

### Designated Safeguarding Officers

**(DSOs):** Janine Solomon-Gardner, Head of Engagement

### Child and adults at risk safeguarding committee:

**Engagement:** Katherine Lazare, Head of Community Engagement

**Theatre School:** Anna-Louise Fleet, Participation Producer

**TRBP Productions:** Nicky Palmer, Theatre Administrator

**Board of Trustees Representative:** Lucy Walker

### Policy Statement

#### Clause 1

- I. The Theatre Royal Bath (TRB) acknowledges its responsibility for the safety and welfare of children and adults at risk is paramount.
- II. TRB recognize that good safeguarding policies and procedures contribute towards strong relationships with children, adults at risk and their families fostering a culture of care and safety.
- III. TRB recognizes that good safeguarding policies and procedures are of benefit to everyone involved in activity at TRB and is committed to providing a safe environment for children and adults at risk.
- IV. TRB believes that all children and adults at risk regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm and/or abuse.
- V. TRB believes working in partnership with children, young people, adults at risk, their parents, carers and other agencies is essential to promoting welfare.
- VI. A child or young person is defined as a person up to the age of 18 years who has not yet reached their 18<sup>th</sup> birthday (The Children's Act 1989).
- VII. An adult at risk is defined under the Care Act 2014 as any person aged 18 or over who:
  - has needs for care and support (whether or not the local authority is meeting any of those needs)
  - is experiencing, or is at risk of, abuse or neglect
  - and as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.
- VIII. The Child and Adult at risk Safeguarding Policy is provided to all TRB employees and is available on request to parents, carers, children, young people and outside organisations.

## Purpose and Function of the TRB Child and Adult at risk Safeguarding Policy

### Clause 2

- I. To ensure all children and adults at risk working with the TRB, whatever their culture, disability, gender, language, racial origin, religious beliefs and/or sexual orientation have the right to protection from harm or abuse.
- II. To ensure all employees and volunteers understand how to identify and respond to safeguarding concerns.
- III. To ensure all employees and volunteers have a clear understanding of the principles and practices involved in the safeguarding and protection of children and adults at risk.
- IV. To provide information to children and adults at risk participating in TRB activities, outlining the responsibilities of, and approach taken by, TRB in the protection of children and adults at risk.
- V. To ensure that employees, children and adults at risk participating in TRB activities understand that all disclosures of harm and abuse will be reported by TRB Safe Guarding committee and as and when to the appropriate agency/authority including immediate referral to the Local Authority Designated Officer (LADO) in cases involving allegations against staff or volunteers, in line with **Working Together 2023 guidance**.

## The Child, Young People and Adult at risk Safeguarding Policy Applies to:

### Clause 3

- I. All employees, children, adults at risk, their parents, their carers and any other agencies involved in activity with TRB.
- II. For the purposes of this document, a TRB employee includes but is not limited to full time employees, freelance/casual workers, interns, apprentices, workshop assistants, chaperones and volunteers.

## Employing and Recruiting Staff

### Clause 4

- I. As outlined by the NSPCC and the Disclosure and Barring Service, we are required to conduct an “Enhanced with barred list” check for employees or volunteers engaging in regulated activity. For employees or volunteers who do not engage in regulated activity, it is at TRB’s discretion whether or not to conduct a DBS check. TRB will DBS check the following volunteers and staff at the indicated level:

Role	Level	Duties
<b>Trustees</b>	Enhanced	Provide oversight over Safeguarding for the organisation
<b>Egg Theatre</b> Egg Director Egg General Manager Administrator (DBS Coordinator)	Basic	Respond to Safeguarding concerns, and are involved in the decision-making around the safety and welfare of children and adults at risk
<b>Engagement Team</b> Head of Engagement (DSO) Participation Producer Education Producer Education Coordinator Audience Development Officer Lead Facilitators Workshop Assistants	Enhanced with barred (Children) list	Deliver regulated activity
<b>Front of House (The Egg)</b> Duty Managers Front of House Staff	Basic	Do not deliver regulated activity, but manage casual team in regular contact with children, and could be responsible for supervising children in an emergency situation
Note: Roles working with “adults at risk” should also be considered for appropriate DBS checks according to updated DBS guidance (2025).		

- II. For most positions, the DBS check process will begin at the point a job is offered. In the case of casual staff, positions that tend to see high turnover, the DBS check process will begin after their successful completion of shifts alongside one production period. From this point onward, they will no longer be shadowing another member of staff and will begin to work independently in Front of House areas.
- III. We do not DBS check artists working on productions or Engagement projects, as the work is happening on a short-term basis. Some of these roles may come into regular contact with children over the course of their work, but it is never unsupervised, and always in the presence of a parent, guardian, teacher, chaperone, or staff member with an DBS check. This is reviewed on a production basis with particular attention to Dressers, and Stage Management who may have physical interaction.
- IV. All DBS-checked staff will be encouraged to sign up to the Update Service, which automatically renews the check each year. If not subscribed to the Update Service, TRB will run a new check every three years, unless a new level of check is required.
- V. We will accept and note the details of a DBS check performed by another organisation, as long as check has been done at the appropriate level and the DBS certificate is valid.
- VI. If an employee is dismissed or leaves in connection with an act that could lead to them being barred from working with children, TRB will be obliged to report this to the Disclosure and Barring Service.
- VII. DBS checks will be shared (where relevant and appropriate) with our delivery partners. In particular, with Senior Leaders and Safeguarding staff for the Level 3 Performing & Production Arts course delivered in partnership with Bath College.
- VIII. All full time TRB employees are required to provide two references. For employees working directly with and responsible for children, young people and adults at risk, the line manager. In conjunction with the DSO, will check all references with particular attention to the employee's suitability for working in close proximity with children and adults at risk.

## **Addressing Child, Young Person and Adult at risk safeguarding Incidents**

### **Clause 5**

- I. All reported and/or identified child and adult at risk safeguarding incidents will be taken seriously by TRB and its employees and recorded.
- II. It is the responsibility of all TRB employees to report all incidents relating to the safeguarding of children and adults at risk to the DSO or in their absence the relevant member of the child, young person and adult at risk's committee.
- III. All TRB employees recognise that collective accounts from several TRB employees may highlight trends and all concerns, no matter how small, should be reported to the DSO or in their absence the relevant member of the child, young person and adult at risk's committee.
- IV. In the event of an incident being reported to or identified by the DSO, the DSO, in conjunction with the relevant member of the committee will convene and identify and agree on the necessary course of action.
- V. All decisions taken by the committee will be recorded and securely retained for a period of at least 25 years.

- VI. All decisions taken by the committee will remain confidential and be communicated only to the child, young person, adult at risk, their parent, their carer and any other agency as and when appropriate in accordance with UK GDPR and Data Protection Act 2018.

## **The Role of the DSO and Child and Adults at risk Committee**

### **Clause 6.1**

- I. To liaise with, and make referrals as and when to, appropriate agencies where there are concerns/incidents relating to the safeguarding of children and adults at risk including referral to the Local Authority Designated Officer (LADO) when allegations involve TRB staff or volunteers
- II. To ensure that the Child and Adult at risk Safeguarding Policy is updated annually, and that all staff have read and understood the policy.
- III. To ensure that policies and procedures relating to the safeguarding of children and adults at risk are fully implemented.
- IV. To manage clear, accurate and secure record keeping systems.
- V. To ensure own safeguarding training is up to date.
- VI. To ensure all safeguarding and child protection training is cascaded to other staff.
- VII. To ensure that a register is kept of staff who have completed child protection training.

## **Safeguarding committee response to disclosure / incidents**

### **Clause 6.2**

Article 12 of the UN Convention on the Rights of the Child states that *“Every child has the right to say what they think in all matters affecting them and to have their views taken seriously”* The UK Children’s Act says *‘the ascertainable wishes and feelings of the child concerned (considered in the light of their age and understanding) are relevant to child welfare.*

In responding to a safeguarding disclosure or incident the committee will therefore follow the principals of contextual safeguarding and:

- I. Act with sensitivity and respect for all concerned, acknowledging there may be feelings of shame, frustration, mistrust, and fear.
- II. Ask what does safety / a response / action mean for all concerned questioning how / who can provide support based on their chosen course of actions.
- III. Consider how their actions may impact strategies already enacted by the child/adult at risk, their family or educational setting.
- IV. Listen without judgement or prejudice to all concerned, questioning if they are being asked to assess risk / respond based on protected characteristics / stereotypes.
- V. Ask what are the needs of the child/adult at risk (This includes time to process)

- VI. Ask if the records they are keeping are factual, considering who and where they are shared
- VII. Seek consent and or inform as appropriate the child /adult at risk where appropriate before acting, and share the decision-making process transparently with those whose safety they are aiming to protect
- VIII. Allow for a reflection in and off their approach, working with outside agencies/partners as and when appropriate, questioning if the young person/adult at risk or their family are able to access the decision-making process in a way the builds a relationship.
- IX. Consider their own wellbeing to relation to the disclosure / incident

## **Performance**

### **Clause 7**

- I. As and when appropriate in conjunction with Visiting Companies TRB will make available content warnings addressing key themes within productions, alongside known aural and visual triggers.

## **Anti-Radicalisation**

### **Clause 8**

- I. TRB recognises and understands that children and adults at risk 'play out' reality and current topical subject within sessions. Within this context TRB promotes democracy, rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs.
- II. TRB recognises the difference between 'playing out' within sessions and real life, and is alert to the potential signs and symptoms of radicalisation, which include, but are not limited to, a sudden but continuing change in:
  - Physical appearance or dress code
  - Physical and behavioural attitudes towards others
  - Use of inappropriate, discriminatory and offensive language
  - Sharing of inappropriate images
  - Encouraging others to use offensive or discriminatory language

## **Duty of Care: Sustenance**

### **Clause 9**

- I. TRB in acknowledging its duty of care with regard to sustenance will make tap water available at all times to all children, young people, and adults at risk in its charge. In addition, the TRB will provide a healthy snack where appropriate for children and adults at risk engaged with the TRB for four or more hours and a hot meal when engaged for eight or more hours

**Please sign to confirm that you have read and understood the Child and Adult at risk Safeguarding Policy, including appendices and will work to ensure its delivery:**

<b>Signature:</b>	<b>Name:</b>	<b>Date:</b>
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## **Appendix 1: Child and adults at risk safeguarding code of conduct**

TRB requires all employees and volunteers to adhere to safe conduct and understand the position of responsibility, influence and trust they hold in working with children and adults at risk. To this end TRB expects all employees, volunteers and visitors to adhere to the following guidelines:

- I. To report any concern with regard to the safety of children and adults at risk to the DSO as soon as practicable.
- II. On arrival, report and sign in with either egg reception or stage door. Furthermore, to be aware of the possibility that some individuals may seek to obtain unauthorized access to the TRB site, and to politely challenge strangers or report them to egg reception or stage door.
- III. To ensure a minimum of two adult employees are present during all activities with children and adults at risk. With the exception of Bath Theatre Academy lessons as agreed with Bath College in accordance with their safeguarding policy.
- IV. In recognizing employees may on occasion be required to work/interact one-to-one with children or adults at risk, to insist on the presence of an additional adult in the form of a TRB employee or parent/carer of the child or adult at risk. In the event of finding yourself alone with a child or adult at risk to move as soon as practicable into the view of others or into the view of CCTV.
- V. To communicate clearly with all children and adults at risk working within the theatre, and work to be inclusive at all times.
- VI. To ensure that children and adults at risk understand fully any instructions given to them and that they consider the child and adult at risk's limitations, of which they themselves may not be aware of.
- VII. Physical interaction with children and adults at risk is acceptable due to the practical nature of activities engaged in. However, employees, volunteers and visitors may only touch participants when it is necessary to the particular arts activity and agreement must be sought from the participants prior to any physical contact. All employees, should refrain from any other action that may be constructed as inappropriate touch.
- VIII. To treat all children and adults at risk with respect at all times. The use of racist, sectarian, sexist, suggestive or inappropriate language is unacceptable.
- IX. Any TRB activity involving children and adults at risk may only take place at a venue agreed in advance and appropriately risk assessed.
- X. To never to meet a child, young person or adult at risk outside of hours or at a non TRB approved venue i.e. the employee's home.
- XI. To never use physical punishments.
- XII. To never develop social or personal relationships with children or adults who participate in TRB activities. A breach of this will result in the TRB disciplinary procedure being invoked as per the TRB staff handbook.

- XIII. TRB recognises that due to the nature of its activities, employees may come into contact with a child, young person or adult at risk who participates in a TRB activity in a social setting. TRB advises the employee to maintain a professional distance and pay attention to their own behavior in such a setting.
- XIV. To never use personal social media accounts to contact a child or adult at risk who participates in a TRB activity online. In the event a social media account is judged to be the best form of communication, permission should be sought from the DSO, who will be given permission to freely access/monitor the account.
- XV. To avoid buying goods or services from a child or adult at risk who participates in a TRB activity unless in a clear and transparent manner.
- XVI. To decline financial gifts from children or adults at risk who participate in TRB activities, informing them how they can make a transparent donation to TRB.
- XVII. Never to lend money to children or adults at risk who participate in TRB activities. In the event that a participant is stranded, money to cover the cost of travel may be lent with the transaction clearly recorded and witnessed.
- XVIII. Never to enter into an agreement with a child or adult at risk with regard to keeping disclosed information about their personal life secret; rather to inform the young person that they are obliged to inform the DSO, or in their absence, a member of the child, young person or adult at risk's committee if a disclosure is made. It is then the responsibility of the DSO or a member of the committee in their absence to contact the relevant agencies as appropriate.
- XIX. The use of any cameras or recording equipment is not permitted on the TRB site where children and adults at risk are present, unless agreed in advance in accordance with the TRB GDPR policy.
- XX. Employees should encourage participation but not force any child, young person or adult at risk to undertake an activity they feel uncomfortable with for reasons of age, disability, gender, racial heritage, religious belief or sexual orientation.
- XXI. Employees, children and adults at risk are prohibited from smoking, drinking alcohol and taking illegal drugs while actively engaged in TRB activity.
- XXII. Employees working with children, young people, and adults at risk are expected to arrive a minimum of 15 minutes prior to the scheduled start time of the activity. For workshop assistants this increases to 30 minutes.
- XXIII. Employees working with children, young people, and adults at risk must ensure adequate supervision as outlined in appendix 3.
- XXIV. Employees working with children, young people, and adults at risk must ensure dressing rooms are split into single sex spaces where possible and appropriate.
- XXV. On arrival children, and adults at risk will be registered by the relevant member of staff and are then the responsibility of the TRB

- XXVI. It is the parent / guardian / carer's responsibility to equip their child, young person or adult at risk for the activity taking place as detailed by the TRB in advance in writing.
- XXVII. The TRB will seek written parental / guardian / carer's consent for, but not limited to, activities such as: participants under 12 leaving premises used by TRB unsupervised, transportation of participants, the use of make-up / face paints.
- XXVIII. Photographs, films or web-based materials of children, young people or adults at risk participating in any TRB project will only be taken with the consent of the parent / guardian / carer and in consultation with the child, young person or adult at risk involved. Where permission is sought, the TRB permissions form will follow data protection guidelines.
- XXIX. The TRB will not pass on details of children, young people or adults at risk, to external organisations in accordance with the Data Protection Act 1998, the Children Act 2004 and The Safety of Vulnerable Groups Act 2006.



## Appendix 2: Reporting

### What to do if a Child, Young Person or Adult at risk makes a disclosure

- I. Perform a dynamic risk assessment. Considering if the current location is safe and appropriate for a disclosure, offer first aid if appropriate.
- II. **Do not promise** to keep the information the child or adult at risk has disclosed a secret.
- III. Look at the child or adult at risk directly.
- IV. Accept what the child or young person says.
- V. Do not adopt a critical approach.
- VI. Do not press for information, use open questions e.g. tell me, explain, describe.
- VII. Reassure them that they are doing the right thing by telling you, and that you will take what they say seriously.
- VIII. **Do not promise** to keep the information the child or adult at risk has disclosed a secret. **(repeat)**
- IX. Let them know what you are going to do next, who you are going to tell, and why, and roughly what will happen.
- X. Finish on a positive note.

### How to report a disclosure

- I. As soon as practicable make written notes of exactly what was disclosed, using an incident form.
- II. Inform the DSO or in their absence the relevant member of the child and adults at risk safeguarding committee as soon as practicable.
- III. Do not delay, do not act alone, do not start to investigate.
- IV. The DSO committee member will then consult with others relevant to the incident and take a written record of the facts.

### How the DSO and committee will respond to a disclosure / incident

In responding to a safeguarding disclosure or incident the committee will follow the principals of contextual safeguarding and:

- I. Act with sensitivity and respect for all concerned, acknowledging there may be feelings of shame, frustration, mistrust, and fear.
- II. Ask what does safety / a response / action mean for all concerned questioning how / who can provide support based on their chosen course of actions.
- III. Consider how their actions may impact strategies already enacted by the child/adult at risk, their family or educational setting.

- IV. Listen without judgement or prejudice to all concerned, questioning if they are being asked to assess risk / respond based on protected characteristics / stereotypes.
- V. Ask what are the needs of the child/adult at risk (This includes time to process)
- VI. Ask if the records they are keeping are factual, considering who and where they are shared
- VII. Seek consent and or inform as appropriate the child /adult at risk where appropriate before taking action, and share the decision-making process transparently with those whose safety they are aiming to protect
- VIII. Allow for a reflection in and off their approach, working with outside agencies/partners as appropriate, questioning if the young person/adult at risk or their family are able to access the decision making process in a way the builds a relationship.
- IX. Consider their own wellbeing to relation to the disclosure / incident

### **Recording disclosures**

In the event of a disclosure the committee member will ensure the following information is recorded using an incident form:

- I. Name of the child.
- II. Parent's/Carer's details.
- III. The child's address.
- IV. Relevant phone numbers.
- V. What is said to have happened, or what was seen.
- VI. When it occurred. Who else was there?
- VII. What was said by those involved?
- VIII. Whether there is any actual evidence e.g. bruises, bleeding, changed behaviour
- IX. Who has been told about it?
- X. Who was concerned?
- XI. Was the child able to say what happened?
- XII. Whether the parents/guardians/carers have been advised.

### Appendix 3:

#### Online Teaching and Zoom video conferencing – Child protection policy addendum:

- I. Email the participant prior to the video call including words to the effect of:

*You have been invited to join a video call with (Insert Name) by joining this video call you are giving your permission for the call to be recorded and stored for 3 months in line with our child protection policy.*

*If you are under the age of 16, please forward this email in full to your Parent/Guardian asking them to email us with their permission for you to participate in this video call and to consent on your behalf to the call being recorded. Please note without permission from your Parent/Guardian this video call cannot take place.*

*Please consider your appearance, language, the background you are filming against and any other people in the room before starting the video call. .*

*The call will last (Insert time)*

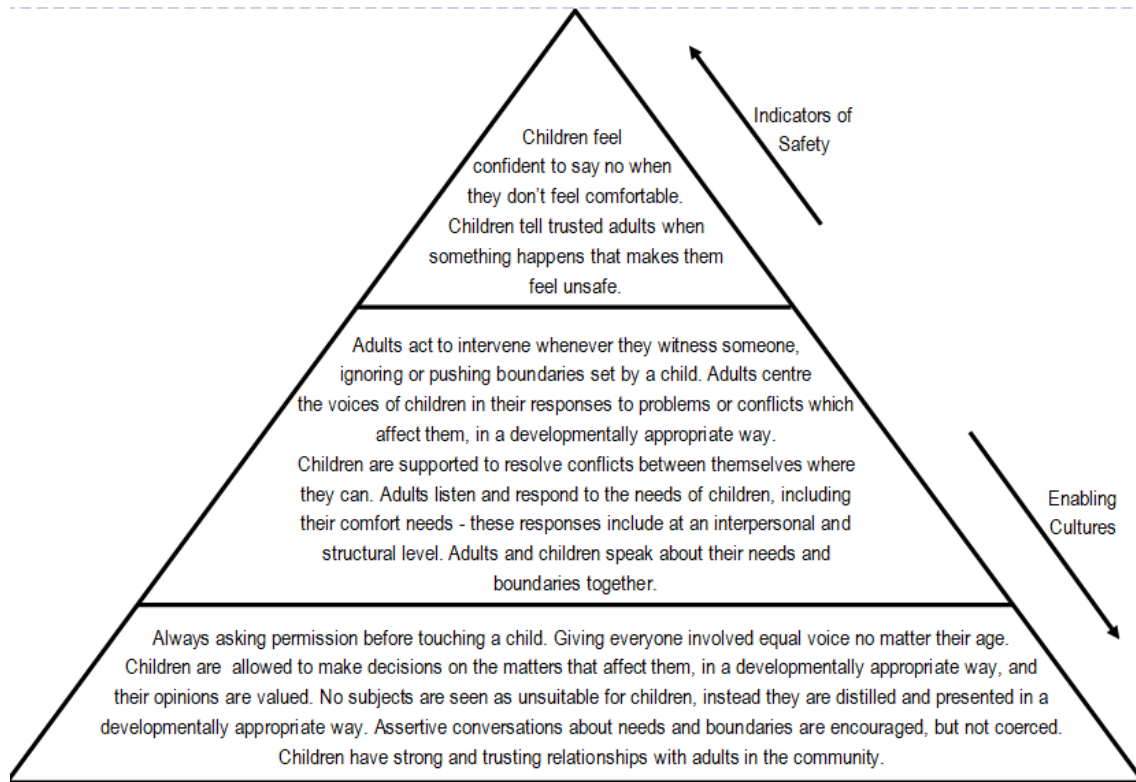
- II. Email a zoom link to the participant in question copying in their parent if they are under 16.
- III. Prior to the call:
  - Enable the waiting room function
  - Enable microphones and videos off when joining the meeting
  - Enable chat auto-save
  - Disable private chats
  - Disable share screen for participants and ensure only the host (you) can control the screen
  - Enable recording
- IV. This is a professional call; therefore, please consider your own appearance, language, the background you are filming against and any other people in the room.
- V. At the start of the call remind participants that the call is being recorded, of your expectations of their conduct and how they can report online abuse.
- VI. Monitor the time of the call and ensure you have sufficient time to end the call appropriately.
- VII. Following the video call, email a copy of the recording, to your TRB line manager for archiving, no later than 24 hours following the video call
- VIII. Freelance practitioners delivering online sessions on behalf of the Manager will share details of the video call prior to the call commencing and allow the Manager unrestricted access to the video call at any time for monitoring purposes.
- IX. One-to-one video calls are not permitted, TRB shall provide either a chaperone in the form of a workshop assistant or invite the participants parent/guardian to join the call in the event a one-to-one video call is required
- X. Participant personal data should be saved on personal computers

### Appendix 4

#### Legislation

- I. The Child, Young People and Adult at risk Safeguarding Policy is supported by the following legislation: The Children Act 1989; The Police Act 1997; The Data Protection Acts 1988/1998; The Human Rights Act 1998; The Protection of Children Act 1999; The Criminal Justice and Court services Act 2000, The Children Act 2004

**Appendix 5**  
**Pyramid of Child Safety**



**Policy Review**

- I. The TRB's children and adults at risk policy is reviewed annually and following all major incidents.

**Ratios & Staffing**

- I. The TRB follows the NSPCC recommended guidelines for adult to child ratios when delivering workshops where reasonable practicable:
  - Aged 18months – 4 years: 1 adult to every child (TRB guideline)
  - Aged 4 – 8 years: 1 adult to every 6 children
  - Aged 9 – 12 years: 1 adult to every 8 children or young people
  - Aged 13 – 18 years: 1 adult to every 10 young people
- II. Where the group is of mixed gender, TRB follows the NSPCC recommendation that supervising staff should also include both male and female workers wherever practicable.
- III. For performances, visiting school groups and families should make their own assessment of the number of adults to children

**Further information / guidance can be found at:**

NSPCC Child Protection Helpline for adults on 0808 800 5000

BANES [LSCB \(Local Safeguarding Children Board\)](https://bcssp.bathnes.gov.uk/safeguarding-children) <https://bcssp.bathnes.gov.uk/safeguarding-children>

Firstcheck: a step by step guide for organisations to safeguard children: [www.nspcc.org.uk](http://www.nspcc.org.uk)

Keeping Arts Safe [www.artscouncil.org.uk](http://www.artscouncil.org.uk)

Disclosure & Barring Service line: 0870 90 90 811 [www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service)

<b>Reviewed by:</b>	Lindsay Baker & Heather Simmons	<b>Date of Original Assessment</b>	24 <sup>th</sup> July 2009
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	25 <sup>th</sup> July 2010
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	22 <sup>nd</sup> July 2011
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	19 <sup>th</sup> September 2012
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	27 <sup>th</sup> July 2013
<b>Reviewed by:</b>	Lindsay Baker & Sue East (TRB Board Member)	<b>Review Date:</b>	15 <sup>th</sup> November 2013
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	13 <sup>th</sup> December 2014
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	6 <sup>th</sup> April 2016
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	23 <sup>rd</sup> August 2016 (Anti Radicalisation)
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	20 <sup>th</sup> August 2017
<b>Reviewed by :</b>	Lindsay Baker	<b>Review Date:</b>	10 <sup>th</sup> August 2019
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	29 <sup>th</sup> April 2019 (Online teaching)
<b>Reviewed by:</b>	Lindsay Baker & Tracey Cook (DBS coordinator)	<b>Review Date:</b>	22/12/2020
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	18/1/2022
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	29 <sup>th</sup> June 2022 (Contextual Safeguarding)
<b>Reviewed by:</b>	Lindsay Baker	<b>Review Date:</b>	23 <sup>rd</sup> June 2023
<b>Reviewed by:</b>	Lindsay Baker, James Moore (Head of Creative Learning) and Tracey Cook (DBS coordinator)	<b>Review Date:</b>	14 <sup>th</sup> March 2024 (DBS Checks)
<b>Reviewed by:</b>	Janine Solomon-Gardner (DSO)	<b>Review Date:</b>	13 <sup>th</sup> August 2025

**References:**

Working Together 2023 guidance

The Children Act 1989

The Children act 2004

Care Act 2014

Data Protection Act 2018 and UK GDPR

BBFC and NSPCC guidance

Prevent Duty Guidance 2023