SPLINTERS SCHOOL OF DANCE

CHILD PROTECTION & SAFE GUARDING POLICY

To ensure the safety and protection of children and young people, Splinters School of Dance ensures that the welfare of the child is of paramount importance.

All children, regardless of age, culture, disability, gender or belief have the right to protection from abuse.

All suspicious and allegations of abuse or poor practice will be treated seriously and responded to in a swift and appropriate manner.

All staff, (paid or unpaid) have a responsibility to report any concerns to the Principal.

Splinters School of Dance has a duty of care to safeguard all children involved at Splinters from harm. All children have the right to protection and the needs of disabled children or anyone who may be especially vulnerable must be considered. Splinters School of Dance will ensure the safety and protection of all children involved in dance through adherence to the children protection guidelines. A child is defined as a person under the age of 18 years in accordance with the Children Act 1989.

POLICY AIMS:

The aim of Splinters School of Dance child protection policy is to promote good practice:

* Provide children and young people with a safe environment in which to learn.
* Allow all staff and volunteers to make informed responses to child protection concerns.

PROMOTING GOOD PRACTICE:

Splinters good practice will ensure:

* Children are taught in an open environment.
* All children are treated equally and with respect.
* The welfare of each child is always our first priority.
* Working relationships are built on mutual trust.
* Dance will be fun and enjoyable.
* Any type of manual/physical support required by a child is provided openly.
* Staff/volunteers are up to date with skills, qualifications and insurance.
* Parents/carers are consulted/involved wherever possible, for example, encouraging them to take responsibility for the child in the refectory area.
* Staff/volunteers always act as an excellent role model.
* Staff/volunteers recognise the development needs and capacity of the children.
* Parental consent is obtained if first aid or other medical treatment is required.
* A written copy of any injury is kept along with details of treatment required.

PRACTICE UNACCEPTABLE:

You should never:

* Engage in rough, physical or sexually provocative games.
* Share a room with a child.
* Allow or engage in any form of inappropriate touching.
* Allow children to use inappropriate language unchallenged.
* Make sexually suggestive comments to a child, even in fun.
* Reduce a child to tears as a form of control.
* Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.

SELECTION, TRAINING & EXPECTATIONS OF STAFF & VOLUNTEERS:

* All staff and assistants will be required to obtain a DBS.
* Evidence of identity through photographic ID will be required.
* All staff are required to sustain their qualifications and membership to IDTA including adequate insurance.
* Child protection procedures are explained to all staff and volunteers.
* All staff are expected to follow Splinters School of Dance Equality, Diversity & Child Protection Policy.
* All staff and volunteers to be aware of how to recognise and report any concerns about suspected poor practice or abuse.
* All staff and volunteers should respond to concerns expressed by a child or young person.
* All staff and volunteers should work safely with children.

RESPONDING TO ALLEGATIONS OR SUSPICIONS:

It is not the responsibility of anyone working at Splinters School of Dance in either a paid or voluntary capacity to decide whether or not child abuse has occurred. There is however, a responsibility to act on any concerns by reporting these to the Principal.

Splinters School of Dance will assure all staff/volunteers that it will fully support and protect anyone, who in good faith, reports his or her concern that a colleague/volunteer may be abusing a child.

Where there is a complaint against a member of staff there may be types of investigation:

* A Criminal investigation.
* A child protection investigation.
* A disciplinary or misconduct investigation.

The results of the police and child protection investigation may influence the disciplinary investigation.

PHOTOGRAPHY/FILMING:

Parents are requested to give permission for Splinters School of Dance to photograph/film their children whilst a pupil at the school at the point of enrolment. Where permission is given, this will be done under the following conditions:

* Pictures will only be published through Splinters School of Dance official Facebook page, website and marketing material, by the Principal or Vice Principal.
* Any photography/filming taken during an open event such as an open class, demonstration or show cannot be shared without the parental consent of all children involved.
* A strict “NO PHOTOGRAPHY” policy will be in place at all shows in the backstage areas and changing rooms.

Revised 1st May 2018