**ROWAN ACADEMY OF DANCE**

**Safeguarding Policy**

RAD and its teachers, are committed to ensuring safe environments for children and young people and believe that it is always unacceptable for a child or young person to experience abuse of any kind. We recognise our responsibility to safeguard the welfare of all children and young people, by a commitment to recommend best practice which protects them.

We recognise that:

* the welfare of the child/young person is paramount
* all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
* working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare

The purpose of the policy;

* to provide protection for the children and young people who participate in our show productions, exams or any other activities
* to provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of harm

We will seek to safeguard children and young people by;

* valuing them, listening to and respecting them
* adopting child protection guidelines through procedures and safe working practice for staff and volunteers
* recruiting staff and volunteers safely, ensuring all necessary checks are made
* sharing information about child protection and safe working practice with children, parents, staff and volunteers
* sharing information about concerns with agencies who need to know, and involving parents and children appropriately
* providing effective management for staff and volunteers through supervision, support and training

We review our policy’s annually, or sooner in light of any changes in legislation or guidance. All changes will be communicated to our members with immediate effect.

All the teachers are DBS and Access Northern Ireland checked and fully insured for all types of dance taught. Teachers are also First Aid trained and regularly attend Child Protection and Safeguarding Training courses.

**Roles and Responsibilities**

Designated Safeguarding Lead (DSL) Emma Cochrane

The Designated Safeguarding Lead will ensure the safeguarding policy is review annually, that all staff have completed the appropriate level of safeguarding training for their role, and is the key point of contact for all staff concerning and safeguarding issues they may have.

**Responsibilities of all members of both teachers;**

All members of staff will complete the training requested by the Designated Safeguarding Lead, and become familiar with the indicators located in the studio office.

If, following a conversation about safeguarding concerns with the DSL, a decision is made to report such concerns, key numbers can be found in the studio office.

However, where a child is in immediate need, to protect the child, the police should be called on 999.