

# SAFEGUARDING POLICY



## THE HEIGHTS BALLET AND THEATRE SCHOOL SAFEGUARDING POLICY

### Introduction

The purpose of the safeguarding policy is to ensure that every child that attends our dance school is safe and protected from harm. All staff have a responsibility to ensure that children have a safe environment to dance in. All staff have a responsibility to ensure that any allegations of abuse are reported to the appropriate authorities. The Heights works with the SSCB when required to report safeguarding incidences. Where children are at a significant risk, staff have a duty of care to take immediate action.

The Heights possesses public liability insurance for the protection of staff and students.

### Safeguarding Policy

The Heights, and its volunteers, 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.

This policy applies to our paid staff (freelance), volunteers, students, or anyone working on behalf of The Heights.

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 peoples' welfare

The purpose of the policy:

- To provide protection for the children and young people who participate in our classes, show productions, exams, and 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 them, 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 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

The dance school principal will review this policy 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 checked and fully insured. Teachers carry out First Aid Training and Safeguarding/Child Protection Training.

### **Roles and Responsibilities**

Designated Safeguarding Lead (DSL) – The Heights’ Principal, Caroline Ambery-Holloway:-

The Designated Safeguarding Lead will ensure the safeguarding policy is reviewed 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 any safeguarding issues/concerns they may have.

Responsibilities of all members of staff:-

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

If, following a conversation about safeguarding concerns with the DSL, a decision is made to report such concerns, key contact information can be found in the main cupboard.

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

**Last reviewed – September 2020.**