

# Child Protection Policy

We believe that no child or young person should be the subject of neglectful or abusive behaviour. We will promote and maintain the welfare of every child in our care and seek to protect them from harm regardless of race, age, disability, gender, sexual orientation, religious belief or any other form of identity or creed. We will create a safe and welcoming environment for all.

This policy applies to all out staff/ volunteers/cover teachers and covers anyone who works under the Baila con Cameron umbrella. This Policy is in effect to protect children under the age of 18 and/or vulnerable adults under the age of 25.

## **To protect children and young people in our care, we will:**

- Value and respect children and listen to what they have to say
- Work with children, parents and relevant organisations
- Share our policy with all staff, parents and students
- Ensure all required checks are made when hiring staff and that those in regular contact with children hold the required security checks according to Spanish law.
- Provide appropriate training and support to all staff
- Take responsibility for children and young people's safety when in our care
- Seek permission from parents before taking images (photographs or film) of students and inform them how and where the images will be used
- Report suspected neglect or abuse to the nominated member of staff, relevant organisation, or police.
- Ensure that this policy is regularly updated

## **Concerns regarding a child's welfare can be reported by:**

- Parents • Teachers • Friends
- The child or young person

All allegations of neglect or abuse will be taken seriously. If a concern is reported directly by the child or young person we will not seek to disagree, ask probing or leading questions, or do anything else which may discourage them. We will make it clear that reported concerns cannot be kept confidential, but will need to be shared with a nominated member of staff or external organisation. Parents or guardians will also be involved if appropriate.

We recognise that early action is vital. Any concerns will be reported immediately. If the child or young person is in immediate danger of harm, we will contact the police. In all other cases, we will report concerns to the Local Protection Team.

We will also seek to find all policies applying to child protection from any studios/rooms/theatres we choose to hire.

**This policy was last reviewed on 01/08/2021**

**Name: Cameron Hall**

**Job Title: director**