

## **Limelight Drama School Child Protection & Safeguarding Policy**

At Limelight, we strive to establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to when they have a worry or concern.

We back this up by having the right procedures and policies in place for responding to complaints, concerns, and allegations of suspected or actual abuse.

### **The purpose of this policy statement is:**

- To protect children and young people who receive Limelight Drama School's services from harm. This includes the children of adults who use our services.
- To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Limelight Drama School, including paid staff, volunteers and students.

### **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from [nspcc.org.uk/childprotection](https://nspcc.org.uk/childprotection).

### **At Limelight, we believe that:**

- Children and young people should never experience abuse of any kind of abuse
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

### **At Limelight, we recognise that:**

- The welfare of children is paramount in all the work we do and in all the decisions we take.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Extra safeguards may be needed to keep children who are additionally vulnerable, safe from abuse.

**At Limelight, we will seek to keep children and young people safe by:**

- Valuing, listening to and respecting them.
- Appointing a nominated child protection and safeguarding lead for children and young people.
- Adopting child protection and safeguarding best practice through our procedures and code of conduct for staff and volunteers.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow procedures and behaviour codes confidently and competently.
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.
- Recording and storing and using information professionally and securely, in line with data protection legislation and guidance.
- Making sure that children, young people and their families know where to go for help if they have a concern
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective complaints and whistleblowing measures in place.
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

**Contact details**

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We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 18/04/2024.

Signed: *L Armstrong*

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