



## **Strawberry Kiwi Arts Ltd Safeguarding Policy**

### **Statement of Commitment**

Strawberry Kiwi Arts Ltd is committed to providing a safe, inclusive, and supportive environment for all children and young people who attend our performing arts classes, holiday camps, and other activities.

We recognise that safeguarding is everyone's responsibility and that all staff, volunteers, and contractors play a vital role in promoting the welfare and safety of children.

This policy applies to all individuals working with children and young people at Strawberry Kiwi Arts Ltd, including:

- All staff members, including teachers, assistants and administrators
- Volunteers who work with children and young people
- Contractors who provide services or activities for our students

### **Purpose of this Policy**

- Protect children and young people from harm
- Prevent abuse, neglect, bullying, and discrimination
- Promote a culture of safeguarding, respect, and inclusion
- Ensure all staff understand safeguarding responsibilities
- Provide a safe and supportive environment for all students

### **Key Principles**



## 1. Protection

We will take all reasonable steps to protect children and young people from harm, abuse, neglect, bullying, or discrimination.

## 2. Prevention

We will promote a culture of respect, inclusion, kindness, and understanding to prevent harm before it occurs.

## 3. Inclusion and Respect

We are committed to an environment where all children feel safe and valued regardless of race, ethnicity, skin colour, religion, disability, gender, or background.

Discriminatory language or behaviour — including racist comments or actions — will always be taken seriously and addressed appropriately.

## 4. Proportionate Response

We will respond proportionately to incidents or concerns, taking into account the needs and circumstances of all children involved and the wider group's wellbeing.

## 5. Partnership

We will work in partnership with parents, carers, and relevant organisations to support children's safety and wellbeing.

## **Roles and Responsibilities**

Designated Safeguarding Lead (DSL)

D'nai Pebbles Thomas-Small

Responsibilities include:

- Overseeing implementation of this policy
- Ensuring staff understand safeguarding responsibilities



- Responding to safeguarding concerns
- Making decisions regarding safety and wellbeing within activities
- Reporting concerns to appropriate authorities when necessary

## **Staff Members**

All staff must:

- Report concerns to the DSL immediately
- Create a safe, respectful environment
- Follow safeguarding and incident reporting procedures

Volunteers and Contractors

Must:

- Follow safeguarding procedures
- Report concerns promptly
- Conduct themselves in line with Strawberry Kiwi Arts values

## **Behaviour, Inclusion and Discriminatory Incidents**

Strawberry Kiwi Arts Ltd is committed to providing a safe and inclusive environment for all children.

Behaviour that negatively affects another child's safety, wellbeing, dignity or inclusion — including discriminatory or racist comments, actions, or behaviour — will be addressed promptly.



Where behaviour impacts the safety or wellbeing of others, the Designated Safeguarding Lead reserves the right to take proportionate action, which may include:

- Verbal reminders and education
- Parent communication
- Temporary removal from an activity or session
- Removal from a camp or programme where necessary to protect others

Safeguarding decisions are made in the best interests of all children attending and may be immediate where appropriate.

## **Procedures**

### **1. Reporting Concerns**

Any concern or incident must be reported to the Designated Safeguarding Lead as soon as possible.

### **2. Incident Response**

When a concern is raised:

- Initial Response: The DSL will respond promptly.
- Review: The DSL will review information shared and determine appropriate action.
- Reporting: External authorities may be contacted if required.
- Follow-up: Appropriate support will be provided where needed.

All decisions will prioritise the safety and wellbeing of children in our care.

## **Confidentiality**



All safeguarding information will be treated confidentially.

Information involving children will not be shared with other parents or external parties unless required for safeguarding or legal reasons.

## **Toilet Break Policy**

Only enhanced DBS-checked staff may accompany students to the restroom. Staff will wait outside and avoid one-to-one situations. Assistance will only be given where appropriate.

## **Food Policy**

At holiday camps:

- Students bring their own labelled water bottle
- Students bring a healthy snack and packed lunch
- Camps are nut-free to protect children with allergies

## **Background Checks**

All staff, volunteers and contractors working with children will undergo enhanced DBS checks before commencing work.

## **Training**

All staff, volunteers and contractors will receive training on:

- Safeguarding principles
- Recognising abuse or neglect
- Inclusion and respectful behaviour
- Reporting procedures



## Communication

This policy will be shared with:

- Parents/carers via website or communication channels
- Staff and volunteers through training and induction

## Complaints Procedure

A complaints procedure exists for concerns relating to safeguarding practice or decisions.

## Monitoring and Review

- Policy reviewed annually or as required
- DSL responsible for monitoring implementation

## Policy Review Details

**Date of Review:** 02/01/26

**Next Review Date:** 02/01/27

Approved by:

D'nai Pebbles Thomas-Small

Company Director & Designated Safeguarding