Policy Statement

Athena Theatre Works & Productions Ltd (ATWP) recognises its responsibility to safeguard and protect children and vulnerable adults from abuse, as defined in the Children Act 2004 and the Education Act 2002.

We believe that all children, young people, and vulnerable adults should never experience abuse of any kind. It is our duty to create and maintain an environment where everyone feels safe and valued, regardless of age, disability, race, gender, religious belief, or identity. We are committed to promoting the welfare of all children and young people, ensuring they are protected at all times.

This policy applies to all staff, including senior managers, paid staff, volunteers, students, and anyone working on behalf of ATWP.

At ATWP, we are committed to:
- Providing a safe, welcoming, and secure environment for all students.
- Identifying and responding to the needs of children, young people, and vulnerable adults in need of support and/or protection.
- Supporting the development of each child in a manner that promotes self-esteem, independence, and a positive learning environment.
- Fostering an environment where children can express their wishes and feelings safely and openly.
- Implementing a closed-door policy within our studio spaces to ensure that no unauthorised individuals can gain access, maintaining a secure environment for all students and staff.

\*\*Designated Safeguarding Lead (DSL):\*\* Athena Burns
- \*\*Role:\*\* The DSL is responsible for receiving and managing child protection concerns and ensuring that appropriate actions are taken. They are the main point of contact for any safeguarding issues or queries.

\*\*Special Educational Needs and Disabilities (SEND) Leads:\*\* Athena Burns & Abigail Gairdner
- \*\*Role:\*\* The SEND Leads ensure that children and vulnerable adults with special educational needs and disabilities are fully supported in a safe and inclusive environment.

\*\*Ongoing Safeguarding Training:\*\* All staff, volunteers, and anyone in contact with children will undergo regular safeguarding training to ensure they remain knowledgeable about current child protection protocols and legislation.

\*\*How to Report Concerns:\*\* Any concerns or suspicions regarding a child’s safety or wellbeing should be immediately reported to the Designated Safeguarding Lead (DSL), Athena Burns, who will follow the necessary procedures, including making referrals to appropriate authorities if required.

\*\*Parent/Guardian Communication:\*\* Parents and guardians will be informed of our child protection policies and are encouraged to discuss any concerns or queries regarding their child’s welfare with staff at any time.

This policy was reviewed by Athena Burns on 23/04/2025 and will be reviewed annually.