

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 any allegations of abuse are reported to the appropriate authorities. Marlborough Dance Studios works with the GSCB when required to report safeguarding incidences. Where children are at a significant risk, Marlborough Dance Studios have a duty of care to take immediate action.

Marlborough Dance Studios possesses public liability insurance for the protection of staff and students.

Safeguarding Policy

Marlborough Dance Studios, 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 paid staff, volunteers, students or anyone working on behalf of the dance school.

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 people's welfare

The purpose of the policy

- to provide protection for the children and young people who participate in our classes, show productions, exams or any 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

1. Making sure our staff (including paid and volunteer teachers, assistants and helpers) are carefully selected
2. Providing appropriate training for staff in issues of child protection, ongoing support and supervision
3. Ensure all staff (including the Principal, teaching staff, assistants and head chaperones) undergo an Enhanced Disclosure and Barring Service (DBS) Check, (formerly known as Criminal Record Bureau/CRB Check)

4. To establish and maintain an ethos where children and young people feel secure and are encouraged to talk, and are listened to
5. Taking all reasonable steps to ensure the health, safety and welfare of any child or vulnerable adult in contact with us
6. Not physically, emotionally or sexually abusing any child or vulnerable adult in contact with us
7. Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from putting any child or vulnerable adult in a situation in which there is an unreasonable risk to their health and safety
8. Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from physically, emotionally or sexually abusing any child or vulnerable adult
9. Reporting to the Principal and DSL, Mrs Laura Broomham, any evidence or reasonable suspicion that a child or vulnerable adult has been physically, emotionally or sexually abused in contact with us or anyone in, or connected to, our organisation
10. Reporting all incidents to the Principal/DSL who will refer relevant information and concerns with the appropriate agencies who need to know and involve children, parents, families and carers appropriately and in a sensitive manner
11. Implementing this policy in conjunction with our Health and Safety guidelines already in place and creating and maintaining an anti-bullying environment
12. Using our procedures to manage any allegations against staff and volunteers appropriately and ensuring that effective complaints measures are in place.

The dance school director 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 (certificates can be supplied on request) and fully insured. Teachers are also First Aid trained and Child Protection and Safeguarding Training is performed in alignment with Royal Academy of Dance Continuing Professional Development requirements.

Roles and Responsibilities

Designated Safeguarding Lead (DSL) – Laura Broomham

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 and safeguarding issues they may have.

Responsibilities of all members of staff:

All members of staff will complete annual training in alignment with Royal Academy of Dance Safeguarding and Continuous Professional Development (CPD) requirements.

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

Last Review Date: 05/09/2023

Policy to be renewed annually