

King's Dance Academy Child Protection Policy

1 Introduction

- 1.1 The health, safety and welfare of all the children who dance with us are of paramount importance to all the adults who work in our school. The children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school.
- 1.2 Child abuse takes a variety of forms:
- Physical abuse involves the hitting, shaking or other treatment of a child that can cause actual bodily harm.
 - Sexual abuse involves forcing or enticing a child into sexual activities, whether or not the child is aware what is happening. This includes non-contact situations, such as showing children pornography.
 - Emotional abuse is the persistent emotional ill-treatment of children, such as frightening them, or putting them in positions of danger. It is also an abuse to convey to children the feeling that they are worthless or unloved.
 - Children are abused also if they are neglected. This could involve failure to provide proper food and warmth, but it might also be failure to see to the emotional well-being of the child.
- 1.3 In our dance school, we respect our children. The atmosphere within our school is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves.
- 1.4 We recognise that abuse and neglect can result in under achievement. We strive to ensure that all our children make good dance educational progress.
- 1.5 This policy is based on DCSF Circular 10/95 – Protecting Children from Abuse: The Role of the Education Service. Section 175 of the Education Act 2002 introduced a new duty requiring governing bodies and LAs to have appropriate child-protection procedures in place. This policy takes account of the requests set out in the Children Act 2004 ('Every Child Matters').

2 Aims and objectives

- 2.1 Our aims are:
- to provide a safe environment for children to learn;
 - to establish what actions the dance school can take to ensure that children remain safe;
 - to raise the awareness of all staff to these issues, and to define their roles and responsibilities in reporting possible cases of abuse;
 - to identify children who are suffering, or likely to suffer, significant harm;
 - to ensure effective communication between all staff on child protection issues;
 - to set down the correct procedures for those who encounter any issue of child protection.

3 Staff responsibilities

- 3.1 It is the responsibility of the principal to ensure all of the following:

- that the dance school adopts appropriate policies and procedures to safeguard children in the school;
- that these policies are implemented by all staff;
- that sufficient resources and time are allocated for staff to carry out their responsibilities effectively;
- that all staff and adult helpers in the school are able to voice their concern if they feel that a child is vulnerable, or that there are any particular practices that are unsafe.

3.2 There is a named person designated for child protection. This is the Principal – Isobel King. The role of the designated person for child protection is guided by two principles:

- In accordance with the Children Act, the welfare of the child is always paramount.
- Confidentiality should be respected as far as possible.

A key role of the designated person is to be fully conversant with the procedures of the Lancashire Safeguarding Children Board (LSCB), and to ensure that the school takes action to support any child who may be at risk. The designated person must also make sure that all staff, both teaching and non-teaching, are aware of their responsibilities in relation to child protection. The designated person will work closely with other children's services agencies e.g. Social Services, as well as the LSCB, when investigating any allegations of abuse. All parties involved will handle such investigations in a sensitive manner, remembering all the time that the interests of the child are of paramount importance.

3.3 All staff have a responsibility to report to the designated person any concern they have about the safety of any child in their care.

4 Employment and recruitment

4.1 We will do all we can to ensure that all those working with children in our school are suitable people. This involves scrutinizing applicants, verifying their identity and obtaining references, as well as the mandatory check of List 99 and CRB checks. We follow the DCSF guidance set out in Child Protection: Preventing Unsuitable People from Working with Children and Young Persons in the Education Service, DCSF 2002/0278.

5 Support for pupils

5.1 The school recognises many of the difficulties facing pupils and their families and is committed to providing as much support as possible. The school's ethos promotes a culture of help and support. Staff, wherever possible, will foster a culture where adults and children are able to talk freely about concerns in the belief that they will be listened to.

5.2 The school recognises that sometimes children may need more time in which to share their concerns or anxieties and that parents may also need a route through which to seek advice.

The school operates a policy of trying to meet with parents as soon as practicably possible. All staff will always try to make themselves available to speak with parents who have a concern, so that information can be quickly acted upon and situations resolved before they develop.

5.3 Confidential pupil records are kept to record concerns and queries.

6 Bullying

SEE ANTI-BULLYING POLICY

- 6.1 The school takes all allegations of bullying very seriously. The school's **Anti-bullying Policy** sets out how the school recognises and tackles bullying.
- 6.2 Sometimes children have poor or immature social skills which can lead to arguments and friendship difficulties which can continue in the studios. The school recognises that these can often cause pupils and their families real concern, especially if they are regular and that they can prevent children from achieving their potential. The school's view is that such problems are real and should not be dismissed. Full and proper investigation of such difficulties will be undertaken and a plan to work on resolving problems implemented.

7 Procedure to be followed if an adult has concerns about a child

- 7.1 Any action taken by the person designated for child protection when dealing with an issue of child protection must be in accordance with the procedures outlined in LSCB guidelines.
- 7.2 All adults in our school share responsibility for keeping our children safe. We may on occasion report concerns which, on investigation, prove unfounded.
- 7.3 If teachers suspect that a child in their class may be a victim of abuse, they should not try to investigate, but should immediately inform the designated person for child protection about their concerns. Abuse can be of a physical, sexual or emotional nature. It can also be the result of neglect. Staff must not keep to themselves any information about abuse which a child gives them; they are required by law to pass this information on.
- 7.4 If a child alleges abuse, the school will usually make a referral to the Local Authority without first informing parents and carers. However, in some circumstances parents and carers will be informed first.
- 7.5 If a referral is made, a case conference will be held within eight working days. Case conferences offer the opportunity to share information and formulate a plan of action. Staff are expected to attend and participate in all case conferences and meetings held.

8 Physical restraint

ALSO SEE RESTRAINT POLICY

- 8.1 The dance school does not encourage physical restraint by anyone but there may be an occasion where it is felt necessary. Such intervention will always be the minimum necessary to resolve the situation. We follow the guidance given in the DCSF circular 10/98 on The Use of Force to Control or Restrain Pupils.

Designated members of staff have been trained in the Team Teach approach to physical restraint. This is based on the de-escalation of situations and this should be the first course of action by staff. If restraining of moving becomes inevitable then designated staff should be used wherever possible. This is Isobel King.

The Principal will require the adult(s) involved in any such incident to report the matter immediately, and to record it in the Interventions Book.

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1. Code of Conduct

King's Dance Academy commitment to Students and Parents.

1. Integrity:

King's Dance Academy will act in all matters with the utmost integrity allowing students and their families to expect to be treated with honesty, consideration and respect.

2. Competence:

King's Dance Academy will operate within the limits of the teachers' qualifications, experience and expertise. All classes will be planned to an appropriate level to facilitate the needs of the students providing feedback in a positive and encouraging way to aid development always adhering to the highest possible standards.

3. Professionalism:

King's Dance Academy will ensure safety is always paramount and the facilities used for practice are adequate to meet the needs of the students. King's Dance Academy will also strive to give students the maximum opportunity to perform by building relationships with other organisations and assisting students and parents with advice and guidance for those who may wish to follow a career in the arts.

Student and Parents commitment to Dance Connect

1. Respect for Others:

Students and Parents are requested to treat others as they would expect to be treated themselves. Negative comments about others appearance or ability are not welcomed. Positivity and encouragement are at all times. King's Dance Academy is a happy place for children and all members and their families are requested to invest in that.

2. Commitment:

King's Dance Academy is a dance school that regularly shows its work, to this end every member is a member of a team and everyone is respected as such.

3. Appearance and Bearing:

King's Dance Academy is a community dance school and as such there are no barriers to entry. We welcome all ages and abilities.

4. Safety:

King's Dance Academy has a Child Protection Policy, Health and Safety Policy and Risk Assessment. Staff and parents are requested to be aware of these policies in the interest of serving the wellbeing of the children. Parents are asked to disclose any medical information, allergies or injuries that students may have on the registration form and to provide any amendments to this information if necessary.

King's Dance Academy Child Protection Policy

King's Dance Academy aims to provide a happy and safe environment where children can learn to dance. King's Dance Academy believes children have the right to be safe and secure and free from threat, regardless of gender, ethnicity, disability, sexuality or beliefs.

King's Dance Academy will act with integrity, treating children with respect, listening to their concerns and acting upon them.

King's Dance Academy Code of Conduct commitment to Students and Parents will ensure that students will receive professional tuition from a qualified teacher with appropriate facilities following safe practice.

King's Dance Academy will adhere to the following Rules and Guidelines with regards to Photography and Filming:

1. Images of Children posted on the schools Facebook page will not have any identifying features.
2. To reduce the risk of inappropriate use of images only images deemed suitable will be used.
3. Anyone with any complaints about images posted on the website can speak to the King's Dance Academy child protection officer and the images will be removed.
4. Anyone concerned about inappropriate use of images can report the matter to the King's Dance Academy child protection officer and procedures will be followed to report the matter to the appropriate authority.
5. The Expectations for parents or spectators who wish to take photographs or film at an event are to avoid inappropriate or intrusive photography. Any child or parent who has concerns regarding inappropriate or intrusive photography must report their concerns to the King's Dance Academy child protection officer who will act in the same manner as they would with any other child protection concern.

Any person teaching for King's Dance Academy will be in receipt of a DBS disclosure.

King's Dance Academy has procedures in place to help any child who appears to be at risk or appears to be the victim of abuse. We will provide help and support if any child tells us they are affected by these issues.

King's Dance Academy principal Isobel King is specifically responsible for children and child protection. She is the King's Dance Academy Child Protection Officer and can be contacted on 07730 394654

King's Dance Academy has a child protection policy as we are taking the initiative in making our organisation as safe as possible for children. In writing the policy we used STOPCHECK an NSPCC guide for organisations to safeguard children and the procedures we will follow are as laid down within these guidelines.

If it is deemed necessary to contact authorities we will seek advice and guidance from the "Local Safeguarding Children Board" details on how to refer children and where to get guidance is on the website.

Signed on behalf of King's Dance Academy,