

SAFEGUARDING

Reigate School of Ballet & Commercial Dance Child Protection and Safeguarding Policy

The Reigate School of Ballet & Commercial Dance is fully committed to safeguarding the welfare of all children and young people up to the age of 18. We recognise our responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation.

We acknowledge our duty to act appropriately to any allegations, reports or suspicions of abuse. All staff and volunteers will work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

Reigate School of Ballet & Commercial Dance recognises its duty of care under the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Children Act 1989 and Working Together to Safeguard Children 2018.

This policy applies to our self employed teachers and management team or anyone working on behalf of Reigate School of Ballet & Commercial Dance.

The purpose of this policy:

- To protect children and young people who dance at Reigate School of Ballet & Commercial Dance including in regular classes, performances, workshops or any other activities linked to the dance school.
- To provide teachers, staff and volunteers guidance for our approach to child protection and what they should do if they suspect a child or young person may be experiencing, or is at risk of, harm. Reigate School of Ballet & Commercial Dance will ensure that:
- The safety and welfare of our dancers is paramount.
- All children, whatever their age, gender, sexuality, race, disability, educational attainment or economic circumstance have the right to protection from abuse.
- We recognise some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

Reigate School of Ballet & Commercial Dance will seek to safeguard children and young people by:

- Ensuring everybody has the right to dance
- Treating all dancers and parents with respect and dignity
- Putting the welfare of each child first
- Providing enthusiastic and constructive criticism to dancers rather than negative criticism
- Valuing the views of our dancers
- Focusing on the benefits of dance helping individuals personally and socially as well as physically
- Ensuring all teachers who will be working with children will have an Enhanced DBS Check and safeguarding certificate
- Ensuring all paid staff are fully insured
- Never accepting bullying of any form
- Ensuring all adult members will provide a positive role model (including those helping in classes)

- Taking action to stop any inappropriate behaviour
- Keeping informed of changes in legislation and policies for the protection of children
- Undertaking relevant professional development and training
- Ensuring all contact and relevant medical details for every child are up to date and available at the place of teaching or performance
- Ensuring the Reigate School of Ballet & Commercial Dance has a Designated Safeguarding Lead (DSL) who is in charge of ensuring that the child protection policy is adhered to.

The Designated Safeguarding Lead (DSL) is Emma Hartwell and she can be contacted on: 07834452095 or info@reigatedancecentre.com

This policy will be reviewed annually or sooner in light of any changes in legislation or guidance. All changes will be communicated to our members.

In implementing this policy, Reigate School of Ballet & Commercial Dance will:

- Ensure that all paid staff and volunteers understand their legal and moral responsibility to protect children and young people from harm, abuse and exploitation.
- Ensure that all staff and volunteers understand their duty to report concerns that arise about a child or young person, or a worker's conduct towards a child or young person to the Designated Safeguarding Lead.
- The Designated Safeguarding Lead will refer any child protection concerns to the statutory child protection agencies (i.e. Police and/or Children's Social Care).
- Children, young people and parents will be informed of who the Designated Safeguarding Lead is and be able to raise any safeguarding concerns & know that these will be taken seriously and acted upon
- Ensure that staff will work in a consistent and equitable manner in line with the safer working practice guidance