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**Safeguarding & Child Protection Policy**

Under the law (the Children Acts of 1989 and 2004), and under government guidance on how organisations should work together, Select School of Dance has a responsibility to contribute to the safeguarding of the children and young people we work with, and to act on any concerns that someone is at risk of abuse. We believe that no child or young person should be the subject of neglectful or abusive behaviour.

In addition, we need to make sure that the way we ourselves work with children and young people keeps them safe and does not place them at unacceptable risk of harm.

**Select School of Danceis fully committed to:**

* safeguarding the welfare of all children and young people up to the age of 18 and/or vulnerable adults under the age of 24
* promoting and maintaining the welfare of every child in our care and seeking to protect them from harm regardless of race, age, disability, gender, sexual orientation, religious belief or any other form of identity or creed.
* creating a safe and welcoming environment for all where all staff and volunteers work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

**Select School of Dance will protect the children and young people in our care by:**

* valuing and respecting children and young people and listening to what they have to say
* working with children, parents/carers and relevant organisations
* sharing our policies with all staff, parents and students
* ensuring all required checks are made when hiring staff and that those in regular contact with children hold a current DBS check (or non-UK equivalent)
* providing appropriate training and support to all staff
* taking responsibility for children and young people’s safety when in our care
* seeking permission from parents before taking images (photographs or film) of students and inform them how and where the images will be used and making parents/carers aware of their responsibilities when taking images (photographs and film) of children
* reporting suspected neglect or abuse to the nominated Designated Safeguarding Lead (DSL), relevant organisation, such as local children’s social care teams/ safeguarding team, NSPCC or police
* ensuring that this policy is regularly updated

**Child Protection – Good Practice Guidelines - How to create a positive culture and climate:**

* everyone will be treated with respect and dignity
* the welfare of each child will always be put first
* action will be taken to stop any inappropriate behaviour
* always work in an open environment (eg. Avoid unobserved situations and encourage open communication)
* comply with health & safety legislation
* keep informed of changes in legislation and policies for the protection of children
* undertake relevant professional development and training
* ensure all contact and medical details for every child is up to date and available at the place of teaching or performance.
* all staff receive dedicated safeguarding training.

**Select School of Dance acknowledges its duty to act appropriately to any concerns regarding a child’s welfare, any allegations, reports or suspicions of abuse** **and will:**

* appoint a Designated Safeguarding Lead who will be in charge of ensuring that the child protection policy is adhered to. The DSL is responsible for dealing with any concerns regarding the welfare of children and young people, and with allegations of abuse against staff or volunteers.

Everyone in Select School of Dance should know who this is and how to contact them.

**The Designated Safeguarding Lead (DSL) is Janet Barr and she can be contacted on 07970763097**

**The DSL role is to:**

* receive and record information from anyone who has concerns

* assess the information promptly and carefully, clarifying or obtaining more information when they need to
* consult with a statutory child protection agency, such as the local children’s social care teams (previously called social services and education departments), or the NSPCC to talk about any doubts
* make a formal referral when required to a statutory child protection agency or the police.

**Select School of Dance will work alongside the DSL and together we will:**

* ensure that all suspicions and allegations of abuse are taken seriously and responded to swiftly and appropriately
* not seek to disagree, ask probing or leading questions, or do anything else which may discourage a child if they have reported a concern
* make it clear that reported concerns cannot be kept confidential but will need to be shared with a nominated member of staff or external organisation
* involve parents or carers if appropriate
* keep a written record of what has been reported
* contact the police if the child or young person is in immediate danger of harm
* report concerns to Harrow Safeguarding Team

**Harrow Children & Family Services**

**Address:** Duty and Assessment Team **Tel:** 020 8901 2690 **Email:** [duty&assess@harrow.gov.uk](mailto:duty&assess@harrow.gov.uk)

**Out of hours - Social Services**

The emergency duty social worker is available weekends, bank holidays and between 9am - 5pm weekdays.

**Helpline** Safeguarding officer **Tel:** 07968 485704

**NSPCC** Tel: 0808 800 5000

**In implementing this policySelect School of Dancewill:**

* ensure that all staff 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 workers conduct towards a child or young person to the Designated Safeguarding Lead
* ensure the Designated Safeguarding Lead refers any child protection concerns to the statutory child protection agencies (i.e. Police and/or Children’s Social Care)
* inform parents, carers, children, young people 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

**Additional Documents and Guidance for parents and carers**:

Select School of Dancerecognises its duty of care under the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Children Act 1989

The DfE has published a series of helpful guides, including:

Working Together to Safeguard Children (2018)

Guidance for Safer Practice for Adults who work with Children and Young Adults in Education Settings (2019)

Keeping Children Safe in Education (2018)

This policy will be regularly monitored and will be subject to an annual review.

LAUREN TEMPLETON, PRINCIPAL

Signed:………………………………………. Date……………………………………..