



Safeguarding and Child Protection Policy

Overview

It is the primary concern of all [Unite Performing Arts](#) Instructors to provide the best environment for learning for all students in our care. This includes ensuring the safety and well-being of children whilst within our lessons and being a responsible part of a wider safeguarding system.

Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility [Unite Performing Arts](#) Instructors must coordinate with schools and families to ensure the best interests of the child. Children includes everyone under the age of 18.

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

- Protecting children from maltreatment,
- preventing impairment of children's health or development,
- ensuring children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best possible outcomes.

Policy Statement

At [Unite Performing Arts](#) we recognise that we have an explicit duty to safeguard and protect children from harm as defined in the Children Act 2004 and the Education Act 2002.

Everyone at our organisation shares an objective to help keep children, young people and vulnerable adults safe by:

- Providing a safe environment to learn in
- Identifying and responding to children, young people and vulnerable adults in need or support and / or protection
- Supporting children's development in ways which will foster a sense of self-esteem and independence
- Fostering a learning environment in which every pupil feels valued and able to articulate their wishes and feelings in their preferred method of communication in an atmosphere of acceptance and trust.

We will endeavour to ensure that children and vulnerable adults are protected from harm while they visit or are attending classes on our property. We will do this by:

1. We commit to the safeguarding of children by ensuring our staff are carefully selected and all Instructors working for [Unite Performing Arts](#) will have the following:
 - A full enhanced DBS check which will be renewed every three years.
 - A first aid certificate to be renewed at least every three years.
 - Are over 18 years old.
2. Ensure all volunteer chaperones and parents helpers hold an Enhanced DBS Check.
3. Take all reasonable steps to protect children from hazards and take appropriate action if an accident occurs.
4. Insure all freelance staff undergo appropriate training in issues of child protection.

5. Each Instructor will be provided with information about specific safeguarding issues, types of abuse and neglect, record keeping and whistle blowing procedure. They will attend regular meetings with the Principals of [Unite Performing Arts](#) to be updated on safeguarding, health and safety and current situations for students and schools. Each instructor will be issued with a copy of the process for reporting and dealing with concerns for children.
6. To establish and maintain an ethos where children and young people feel secure and are encouraged to talk, and are listened to. Plus taking all reasonable steps to ensure the health, safety and welfare of 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. Take all reasonable steps to prevent abuse of children in contact with anyone within the organisation
8. Report any incident or suspicion of abuse. [Unite Performing Arts](#) named Designated Member of Staff for Child Protection is Andy Poulton, Principal.
9. [Unite Performing Arts](#) Instructors are provided with the following guidelines which are then read and used when planning all dance lessons. Code of Professional Conduct (CDET) & Keeping Children Safe in Education (2015).
10. [Unite Performing Arts](#) have the following policies in place to ensure the best interests of all children in our care.
 - A complete register of those children in our care where students are signed in and out during lessons.
 - Health and Safety Policy
 - Children and Vulnerable Adult Protection Policy
 - Anti-Bullying policy
 - Risk Assessment for teaching and performance areas
 - Mobile Phone policy

Everyone working or applying to work for this organisation is to be made aware of our policy for children's welfare. Furthermore, this document should be issued to all staff and other people who are likely to have contact with children as part of their work with us. Copies of the policy will be held by the Principal or Manager of the organisation.

Escalation Procedure

If an Instructor at [Unite Performing Arts](#) has a concern about a child (as opposed to the child being in immediate danger) where possible a concern should be shared with the Designated Member of Staff for Child Protection immediately (Andy Poulton), although any [Unite Performing Arts](#) Instructor can make contact with social services. The Designated Member of Staff for Child Protection will then monitor the situation by getting in contact with other providers in contact with the child e.g. The School. [Unite Performing Arts](#) will then keep records of observations to liaise with the child's school for ongoing observation and protection of the child.

Other options could include referral to specialist services or early help services.

If after a referral to The School or external services, the child's situation does not appear to improve it is the duty of care of the Designated Safeguarding Lead to press for re-consideration to ensure concerns have been addressed.

If a child is in immediate danger or is at risk of harm a referral should be made to children's social care and/or the police immediately. Anyone can make this referral. If it is someone other than the Designated Safeguarding Lead, the Lead should be informed as soon as possible.

Reporting Immediate Concerns: Daytime (First Point of Contact Team) 0345 6789044, Out of Hours (Emergency Duty Team) 0345 6789040, Emergency Services 999.

- Other useful numbers NSPCC 0800 800 5000, ChildLine 0800 1111.

At all times an Instructor should be happy that they are sending children home to safe environments. If in doubt, share a concern and make a record.

Record Keeping

All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing. If in doubt about recording requirements staff should discuss with the Designated Safeguarding Lead.

All records are to be kept confidential unless needed by the Designated Safeguarding Lead, Social Services or the Police.

Conclusions

A child's safety and welfare is paramount to all [Unite Performing Arts](#) Instructors. At all times an Instructor should question "Am I doing what is best for this child".

[Unite Performing Arts](#) endeavours to never ignore a concern, regardless of how small it may seem.

[Unite Performing Arts](#) Instructors will pass on any concerns to any relevant parties. For example, the Designated Member of Staff for Child Protection, The School, any relevant authorities or emergency services.

[Unite Performing Arts](#) will share, write down and date any concerns that may be had so that they can be referred back to if necessary.

All of the above is in accordance with Working Together to Safeguard Children (2015).