

Safeguarding Policy

The purpose of this policy:

- To protect children and young people who receive services through Elevation Dance from harm.
- To provide staff and volunteers, as well as children and their families, with the overarching principles that guide our approach to child protection.

This policy applies to all staff, including paid staff, volunteers and students or anyone working on behalf of Elevation Dance.

Children's Rights

All children have needs and rights:

- The need for physical care and attention
- The need for intellectual stimulation
- The need for emotional love and security
- The need for social contact and relationships
- The right to have their needs met and satisfied
- The right to be protected from neglect, abuse and exploitation
- The right to be protected from discrimination
- The right to be treated as an individual

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of children and young people, to keep them safe and to practise in a way that protects them

We recognise that:

- the welfare of children and young people is paramount
- all children have the right to equal protection from all types of harm or abuse, regardless of age, disability, gender, race, religious belief, sexual orientation or identity
- some children are additionally vulnerable due to the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents/ carers and other agencies is essential in promoting young people's welfare

We will seek to keep children safe by:

- valuing, listening to and respecting them
- adopting child protection and safeguarding best practice through our policies and code of conduct for staff and volunteers
- providing effective management for staff and volunteers through supervision, support and training
- checking the suitability of staff working with children, ensuring DBS checks are conducted where necessary
- sharing information about child protection and good practise with children, parents, staff and volunteers
- sharing concerns with agencies who need to know and involving parents and children appropriately
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and stored securely
- creating and maintaining an anti-bullying environment
- ensuring that we provide a safe physical environment for children, young people, staff and volunteers, by applying health and safety measures
- building a safeguarding culture where staff and volunteers, children and young people and their families, treat each other with respect and are comfortable with sharing concerns
- keeping informed of any changes in legislation and policies for the protection of children

Policy Implementation

The Elevation Dance Safeguarding Policy will be implemented by adhering to the policy guidelines outlined in this document. All staff who work with children must adhere to this.

The Designated Safeguarding Lead (DSL) is Yasmin Sidery. The DSL is in charge of ensuring that the safeguarding policy is adhered to. Any concerns about a child or young person or member of staff should be reported immediately to the DSL.

Child Protection Procedures**We will manage sensitive information by:**

- seeking permission from parents/ carers for photographs and video to be taken of their child, and collecting permissions of how these photographs or video may be used
- prohibiting parents/ carers to film or take photos of lessons or performances
- storing all personal information in line with our Privacy Policy

We will keep children and young people safe in class by:

- undertaking a visual risk assessment of the setting prior to teaching any class, and addressing any risks as necessary
- working in an open environment and encouraging open communication
- ensuring physical contact is only given by staff when necessary to reduce risk of injury or support learning and technique
- treating all children and young people equally and with respect and dignity
- building balanced relationships built on mutual trust and respect
- ensuring staff conduct themselves in a manner that sets a good example to children and young people
- giving enthusiastic and constructive feedback rather than negative criticism
- never using physical punishment or threat of physical punishment
- keeping a written record of any injury or incident that occurs, along with details of any treatment given

Disclosures

Child abuse: A term used to describe a range of ways in which people, usually adults, harm children. Often the adult is the person who is known and trusted by the child.

Child abuse is physical injury, emotional, neglect or sexual abuse (PENS) inflicted or knowingly not prevented, which cause significant harm or death.

NSPCC (1999)

There are many ways abuse can become apparent:

- A child discloses abuse
- Someone else discloses that a child has told him/ her or that she/ he strongly believes a child has or is being abused
- A child may show signs of physical injury for which there appears to be no satisfactory explanation
- A child's behaviour may indicate it is likely he/ she is being abused
- A member of staff's behaviour or in the way in which he/ she relates to a child causes concern

If a child or young person confides in a member of staff that abuse has taken place, we will:

- Remain calm and in control
- Take immediate action
- Listen carefully to what has been said and allow the child to speak at their own pace
- Will not ask leading questions, but instead ask open questions for clarification
- Not make promises that we can keep the disclosure a secret, and instead make it clear that we may have to pass on whatever has been disclosed to others in order to keep the child or young person safe
- Reassure the child that they have done the right thing in telling us
- Speak immediately to the Designated Safeguarding Lead (DSL)
- Make a note of what was said using the child's own words with specific details of time, date, and names mentioned as soon as possible after the conversation
- Never investigate or take sole responsibility for a situation where a child makes a disclosure

Following this, the DSL would discuss any concerns with a parent/ carer if this was thought not to place the child at further risk. If the disclosure is related to the parent/ carer, advice will be sought from Children's Social Care.

Any allegation against staff must be immediately reported to the DSL, who, if necessary, will refer to the appropriate Local Authority Designated Officer (LADO).

DANCE SCHOOL
SAFEGUARDING SERVICES

SAFEGUARDING FLOW CHART

BE ALERT

To the signs of abuse and neglect. Refer back to your safeguarding training for recognising signs and symptoms.

QUESTION BEHAVIOUR

Abuse isn't always obvious. Question what you see.

ASK FOR HELP

Talk to your DSP about your worries and write down your concerns. Make sure you have the child's basic details including full name and address.

MAKE A REFERRAL

To your local children's social care team, or in an emergency call 999.

Over half the people who contact the NSPCC have been worried about a child for more than a month. It could be nothing, but it could be something. Always act.

Contact Details

Designated Safeguarding Lead

Name: Yasmin Sidery

Email: info@elevation-dance.co.uk

NSPCC Helpline

0808 800 5000

Childline

0800 1111

www.childline.org.uk

Children's Social Care Referral

0300 500 80 80

Children's Social Care (Out of Hours Emergency Duty Team)

0300 456 4546

Local Authority Designated Officer (LADO)

0115 977 3921

We are committed to reviewing our policy and good practice annually.