

Safeguarding & Child Protection Policy and Procedures

1. Elev8 Studios Dance Academy acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any club dance activity.

2. The key principals of the Safeguarding Children Policy are that:

- The child's welfare is, and must always be, the paramount consideration.
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith or belief.
- All suspicious and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- Working in partnership with other organisations, children and young people and their parents/carers is essential

We acknowledge that every child or person who participates in our dance/musical theatre classes should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. Elev8 Studios Dance Academy recognise that this is the responsibility of every adult involved in the school.

3. Elev8 Studios Dance Academy has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that the Safeguarding Children Policy and Procedures applies to everyone involved with the school, whether in a paid or voluntary capacity.

4. We endorse and adopt Responsible Recruitment guidelines for recruiting new teachers and volunteers and we will:

- Specify what the role is and what tasks it involves
- Request identification documents, an Enhanced CRB Disclosure.
- As a minimum we will meet and chat with the applicant(s) as a means of interview before appointing them

All current Elev8 Studios Dance Academy members who are regularly caring for, supervising, training or being in sole charge of children and young people will be required to provide evidence of an Enhanced CRB Disclosure.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Elev8 Studios Dance Academy, guidance will be sought from appropriate governing bodies including the local authorities and IDTA. It is noted and accepted that Elev8 Studios Dance Academy will consider the relevance and significance of the

information obtained via the Enhanced CRB Disclosure and that all decisions will be made in the best interests of children and young people.

It is accepted that Elev8 Studios Dance Academy aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within dance/drama/musical theatre.

5. The Co-Directors of Elev8 Studios Dance Academy, Angela Feehan & Sarah Young, are the first point of contact for all who have concerns about the welfare of any child or young person. Miss Feehan & Mrs Young will be familiar with the procedures for referring any concerns.

6. We acknowledge and endorse the identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our school. If bullying does occur, all participants or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the principal, and in cases of serious bullying, the appropriate disciplinary procedures will be put into place.

7. Reporting your concerns about the welfare of a child or young person. Safeguarding is everyone's responsibility. If you are worried about a child, it is important that you report your concerns - no action is not an option.

- If you are worried about a child then you need to report your concerns to the Co-Directors of Elev8 Studios Dance Academy, Miss Angela Feehan & Mrs Sarah Young.
- If the issue is one of poor practice, Miss Feehan & Mrs Young will either: – Deal with the matter themselves or – Seek advice through the appropriate channels
- If the concern is more serious - possible child abuse, where possible, contacts the Local Authority first, then immediately contacts the Police or Children's Services
- If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them there is a child protection concern. Let the principal know what action you have taken, and they in turn will inform the appropriate governing bodies.
- If at any time you are not able to contact the directors, or the matter is clearly serious then you can either: – Contact the Local Safeguarding Children's Board – Contact the Police – Call the NSPCC 24 hour helpline for advice 0808 800 5000

If your concern is of an immediate safeguarding nature then please contact MASH on 01234 718700 during office hours (08:45 - 17:20 Monday to Thursday; 08:45 - 16:20 on a Friday or out of office hours please call the Emergency Duty Team (EDT) on 0300 300 8123.

8. Annual review Safeguarding policy due July 2021

APPENDIX 2: OUTDOOR LESSON SAFEGUARDING CONSIDERATIONS

Added to policy on 28.07.2020

As a further response to COVID-19, Elev8 Studios Dance Academy has chosen to begin offering outdoor classes as of 04.08.2020.

In order to properly safeguard our students during open-air classes, we will add the additional steps to the above safeguarding policy.

1. Students will be asked to wear appropriate outdoor dance wear ie. leggings and t-shirts and bring trainers to wear on feet if required.
2. Space for use by Elev8 Studios Dance Academy students will be clearly marked by guide cones and marker spots. Students are not allowed to leave these areas without a teacher or parents having collected them.
3. Teachers will choose spaces based on being out of the public's way, in as private as space as possible.
4. Any persons making students/teachers uncomfortable by their presence near student area will be asked to move on.¹