



# MAIDSTONE DANCE STUDIOS LTD

## Safeguarding Children Policy

General enquiries to:

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**September 2019**

### **The purpose and scope of this policy**

The purpose of this policy is:

- to protect all children and young people who receive Maidstone Dance Studios' services. This includes the children of adults who use our services
- to provide parents, staff and volunteers with the overarching principles that guide our approach to child protection.
- to create a safe and welcoming environment for all

This policy applies to anyone working on behalf of Maidstone Dance Studios, including paid staff, volunteers, sessional workers, agency staff and students and covers children under the age of 18.

### **We believe that:**

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

### **We recognise that:**

- the welfare of the child is paramount
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse
- some children are additionally vulnerable because of 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.

### **Related policies and procedures**

This policy should be read alongside our organisational policies & procedures, including:

- Role of the designated safeguarding officers
- Dealing with disclosures and concerns about a child or young person
- Appropriate physical contact in Dance
- Chaperoning Students to and from Dance Events
- Photography and Videography Policy
- Data Protection Policy (Privacy Policy)
- Code of conduct for staff and volunteers
- Health and safety

### **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from

[nspcc.org.uk/learning](http://nspcc.org.uk/learning).

**We will seek to keep children and young people safe by:**

- valuing, listening to and respecting them
- appointing a Designated Safeguarding Officer (DSO) for children and young people and a deputy
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing information professionally and securely
- seek permission from parents before taking images of students and inform them how and where the images will be used
- sharing information about safeguarding and good practice with children, their families, staff and volunteers
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance

**Contact details**

**Designated Safeguarding Officer (DSO)**

Name: Zoe Harris

Phone/email: 07553852610

**NSPCC Helpline**

0800 800 5000

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

This policy was last reviewed on: .....01/09/2019.....

Signed: .....Zoe Harris.....

Date: .....01/09/2019.....