



## Child Protection Policy

We believe that no child or young person should be the subject of neglectful or abusive behaviour.

We will promote and maintain the welfare of every child in our care and seek to protect them from harm regardless of race, age, disability, gender, sexual orientation, religious belief or any other form of identity or creed. We will create a safe and welcoming environment for all.

This policy applies to all our staff, assistants and volunteers and covers children under the age of 18 and/or vulnerable adults under the age of 24.

To protect children and young people in our care, we will:

- Value and respect children and listen to what they have to say
  - Work with children, parents and relevant organisations
  - Share our policy with all staff, parents and students
  - Ensure all required checks are made when hiring staff and that those in regular contact with children hold a current DBS check
  - Provide appropriate training and support to all staff
  - Take responsibility for children and young people's safety when in our care
  - Seek permission from parents before taking images (photographs or film) of students and inform them how and where the images will be used
  - Report suspected neglect or abuse to the nominated member of staff, relevant organisation, or police
- Ensure that this policy is regularly updated

Additional guidance can be found in the following documents at the end of this policy:

- Reporting Suspected Neglect or Abuse
- Appropriate Physical Contact in Dance

- Use of Photographs and Film of Children

This policy was last reviewed on 04/08/2019

Name: Ami Henderson

Job Title: Principal - Stage-Stars Theatre Academy Ltd

Signature: A M Henderson

Additional Guidance A: Reporting Suspected Neglect or Abuse

Concerns regarding a child's welfare can be reported by:

- Parents
- Teachers
- Friends
- The child or young person

All allegations of neglect or abuse will be taken seriously. If a concern is reported directly by the child or young person we will not seek to disagree, ask probing or leading questions, or do anything else which may discourage them.

We will make clear that reported concerns cannot be kept confidential but will need to be shared with a nominated member of staff or external organisation. Parents or guardians will also be involved if appropriate.

**We recognise that early action is vital. Any concerns will be reported immediately.**

If the child or young person is in immediate danger of harm, we will contact the police

On all other cases, we will report concerns to the local Protection Team

Additional Guidance B: Appropriate Physical Contact in Dance

Teaching dance is a physical activity and a teacher will sometimes need to make physical contact with a student to show an idea or to correct the student's position. This can include:

- Lifting
- Adjusting arms, legs, rib cage, hips, feet, hands
- Moving one student in relation to another

Where contact is needed, we will remain sensitive to the student's wishes and put their welfare first. In all cases, we will say why and how we will be correcting the student's position before making any contact.

We encourage students to report any concerns.

### Additional Guidance 3: Use of Photographs and Film of Children

We recognise that taking images of students in our care may not always be appropriate and that some children and parents may not want images taken at any time. Therefore, before taking images of a child or young person, we will:

- Make clear to the child and parent where and when the image will be taken
- Clearly identify the person who will be taking the image
- Explain how the image will be used, e.g. whether it will be posted on social media or printed to be displayed at the school
- Seek written agreement from parents that images can be taken of their child Where we have publicly displayed images at our school or on social media, parents and students may withdraw their permission at any time. In such cases, the images will be removed as soon as is reasonable and without question.

We ask that any parent wanting to take photographs or film at our events only do so with our prior permission. Permission will only be granted on the agreement of all present.

## Health & Safety Policy Template

This is a statement of general policy and arrangements for Stage-Stars Theatre Academy Ltd

We will actively maintain and promote good health and safety procedures and will:

- Maintain safe and healthy work conditions
- Provide adequate control of the health and safety risks at our school
- Be open to comments and suggestions from our employees, students and their parents on matters relating to health and safety
- Provide information, instruction and supervision for employees and students and make them aware of this policy
- Ensure all employees are capable of doing their tasks, hold any required qualifications, and that they receive adequate training
- Record any harm or injuries that occur in an Accident Book and make changes where required to avoid similar incidents in the future
- Regularly review and update this policy

Ami Henderson has overall responsibility for health and safety.

Ami Henderson has day-to-day responsibility for ensuring this policy is put into practice.

A First Aid box is located at Cardinal Newman School or any other hired venue

An Accident Book is located at Cardinal Newman School or any other hired venue

In the case of an emergency or serious injury, please contact the emergency services on 999

This policy was last reviewed on 28/08/20

Name: Ami Henderson

Job Title: Principal

Signature: A M Henderson

