

GRAYES

Child Protection Policy

Opening Statement

We believe that no child or young person should be the subject of neglectful or physical, emotional, or sexual 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 Teaching Staff/Assistants/Volunteers and covers children under the age of 18.

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.
 - 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 it 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 will not add our own assumptions, opinions or judgements.
 - We recognise that early action is vital. Any concerns will be reported immediately.

Additional Documents and Guidance

ISTD Documents

- Reporting Suspected Neglect or Abuse
- Appropriate Physical Contact in Dance
- Chaperoning Students to and from Dance Events
- Use of Photographs and Film of Children

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.

General Principles

- Grayes recognises that it is a privilege to work with children and young people; and that it is also a great responsibility. Parents trust us to look after their children, give leadership, and keep them safe. We need to ensure that we honour their trust.

Policy Statement

'Grayes' is committed to creating an environment that enables children and young adults to learn and develop in a safe, understanding and encouraging environment.

'Grayes' will endeavour to safeguard children and young people by, recognising it's 'Duty of Care', by adopting child protection guidelines through.

- A code of conduct for staff, assistants and volunteers
- Establishing clear procedures for complaints and concerns.
- Disseminating information to children and young people, parents/guardians, carers, staff, assistants and volunteers about child protection and good practise with children and young people.
- Developing links and sharing information about concerns, with agencies, who need to know, and involving parents/guardians, children and young people appropriately.
- Ensuring that procedures for recruitment and selection of staff, assistants and volunteers are rigorous, clear, fair and uniformly applied
- Providing effective management for staff and assistants and volunteers through supervision, support and training.

'Grayes' seeks to promote knowledge, understanding and practise of dance, by promoting dance, educating and training students, and providing them with the opportunity to take Dance Association examinations to reward achievement.

This Policy was last reviewed on 22/01/18

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Contact Details

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