

DANCEWORKS
Unlimited

Edmund Hall

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Spondon

Derby

DE21 7HH

SAFEGUARDING AND CHILD PROTECTION POLICY

Danceworks Unlimited is fully committed to safeguarding the welfare of all children and young people up to the age of 18. A 'child' is anyone who has not reached his or her 18th birthday.

We recognise our responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation.

We believe all children have the right to protection from abuse. We recognise some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.

This policy applies to staff, guest teachers, volunteers or anyone working on behalf of Danceworks Unlimited. All have a strict obligation to never subject a child or young person to harm or abuse. Any allegations or suspicions of abuse will be taken very seriously. Parents of children who attend Danceworks Unlimited can view our policy and there will always be a copy kept on site.

The purpose of this policy:

To protect children and young people who attend Danceworks Unlimited including in regular classes, performances, workshops or any other activities linked to the dance school.

To provide parents, staff and volunteers guidance for our approach to child protection and what they should do if they suspect a child or young person may be experiencing, or is at risk of, harm.

Designated Safeguarding Lead:

Danceworks Unlimited has a designated Safeguarding lead (DSL) who is in charge of ensuring that the child protection policy is adhered to. They will also track and record any safeguarding concerns and ensure that any concerns are shared with correct authorities.

The DSL is Clare Beheshti and she can be contacted on: 07774581102 or

clare@danceworksunlimited.co.uk

Training for this role includes:

- Child Protection Course
- First Aid

Danceworks Unlimited Safeguarding and Child Protection Policy

All teachers and volunteers at Danceworks Unlimited will read and have access to this policy.

Our duties and responsibilities:

- It is our requirement that all staff have a clear and up-to-date enhanced DBS check and that they have up-to-date safeguarding training.
- Our teachers have a duty to report anything concerning that has happened in class or any other concerns to the DSL at the next available opportunity. This must also be confirmed in writing as soon as possible if the initial conversation is verbal.
- Our teachers must take practical steps to keep our children safe from harm and abuse, including no disclosing of sensitive/personal information, keeping children safe from hazards in class and responding appropriately in the event of an accident/incident.

Danceworks Unlimited will seek to safeguard children and young people by:

- Providing a safe space for our dancers where their views are valued and they are treated with respect and dignity
- Building an environment of trust and providing space to talk, communicate and be listened to.
- Making sure children, young people and their families know where to go for help if they have a concern.

It is our duty to disclose necessary information to relevant authorities as part of our responsibility for child protection. Any decisions to share information to protect a child from harm will be recorded with the reasons for the disclosure and whether or not the information has been shared. If the information is shared, a record of what has been shared and with who will be kept.

Disclosure

Disclosure of abuse - See appendix A. If a child confides in you that abuse has taken place:

Child Protection:

Child Protection is part of safeguarding and focuses on protecting individual children identified as suffering or likely to suffer significant harm.

Significant harm is when someone may abuse or neglect a child when harm is inflicted or if there has been failure to act to prevent harm. Children may be abused by those known to them (e.g. family members or in a school/community setting) or by those unknown to them (e.g. on the internet). An adult(s) or other children can inflict abuse. Please see Appendix B for definitions of types of abuse.

All teachers and volunteers must be able to recognise and know how to act upon evidence of harm or abuse where a child's health or development is impaired. Any concerns must be recorded and shared with the DSL.

What we do at Danceworks Unlimited to protect our children:

- Treat all dancers and parents with respect and dignity
- Put the welfare of each child first
- Ensure all paid staff who will be working with children have an Enhanced DBS Check and receive safeguarding training
- Ensure all paid staff are fully insured
- Never accepting bullying of any form
- Ensure all adult members provide a positive role model
- Take action to stop any inappropriate behaviour
- Keep informed of changes in legislation and policies for the protection of children
- Undertake relevant professional development and training
- Ensure all contact and medical details for every child is up to date and available at the place of teaching or performance
- Ensure good reporting to our DSL and onwards to children's social care if we ever suspect harm
- Foster an environment of good communication, transparency and trust

Allegations against staff

Any report of concern about the behaviour of a member of staff or volunteer or allegation of abuse against a member of staff must immediately be reported to the DSL who will refer to the appropriate Local Authority Designated Officer (LADO), If this is an allegation that a member of staff may have caused harm to a child.

The member of staff who reports the allegation or the member of staff alleged against must not have any part of any further investigation including questioning the children.

Safer Recruitment Policy:

When recruiting teachers and volunteers, we will follow the following process to ensure that any new staff are suitable to work with children.

We will:

- Advertise vacancies widely
- Ask for identification
- Ask for original copies of any qualifications
- Ask for two references (one to be an employer where possible)
- Ask for evidence of a clean, enhanced DBS check or apply for one (teachers will not be able to start their position until this has come through)
- Ensure new staff are knowledgeable of our policies and safeguarding procedures

This policy will be reviewed annually.

Date of last review: 5th September 2024

Signed: *Beheshti*

Clare Beheshti (Designated Safeguarding Lead)

Appendix A

If a child confides in you that abuse has taken place:

Remain calm and in control, but do not delay in taking action.

Listen carefully to what has been said. Allow the child to tell you at their own pace and ask questions only for clarification. Don't ask questions that suggest a particular answer.

Don't promise to keep it a secret. Use the first opportunity you have to share the information with the Designated Safeguarding Lead. Make it clear to the child that you will need to share the information with others and that you will only tell the people who need to know and who should be able to help.

Reassure the child that they 'did the right thing' in telling someone. Tell the child what you will do next

Speak immediately to the Designated Safeguarding Lead (the person with responsibility for child protection). It is that person's responsibility to liaise with the relevant authorities, usually Children's Social Care or the Police.

Never investigate or take sole responsibility for a situation where a child makes a disclosure

As soon as possible after the disclosing conversation, make a note of what was said, using the child's own words. Note the date, time, any names that were involved or mentioned, and who you gave information to. Make sure you sign and date your record.

The Designated Safeguarding Lead would discuss concerns with a parent/carer if this was thought not to place the child at further risk. When the disclosure is about something a parent/carer has done, the Designated Safeguarding Lead should always seek advice from Children's Social Care First.

Appendix B Types of abuse

Neglect is “the ongoing failure to meet a child’s basic physical and psychological needs” (Department for Education, 2018). This is a form of abuse that can happen at any age; sometimes before a child is born due to maternal substance abuse. There are four main types: physical neglect (not meeting basic needs such as food, clothing or shelter and not providing for safety), educational neglect (not ensuring a child receives an education), emotional neglect (ignoring, humiliating, intimidating or isolating a child), medical neglect (not providing appropriate health care or refusing care).

Sexual abuse is when a child is forced or persuaded to take part in sexual activities whether or not they are aware what is happening. This can be physical contact (including assault by penetration or non-penetrative acts such as masturbation, kissing, touching outside of clothing) or non-contact activities (flashing at a child, encouraging or forcing a child to watch/hear sexual acts, making, viewing or distributing child abuse images) and can be online and offline (Department for Education, 2018). Children may also be groomed with the intent of abuse or sexually exploiting a child for money, power or status.

Emotional abuse is emotional maltreatment of a child, which has a severe and persistent negative effect on the child’s emotional development (Department for Education, 2017). Children can be emotionally abused by anyone (e.g. parents/carers, family members, other adults, other children). It may include ignoring the child and not showing affection or rejection such as verbal humiliation, criticism or excluding a child from activities. Children may also have their social interactions restricted causing isolation. It may also include exploitation of children by encouraging or forcing them to take part in criminal activities or activities that are not appropriate for their stage of development or threatening violence, bullying or deliberately frightening a child. Some level of emotional abuse is involved in all other types of maltreatment but can also occur alone.

Physical abuse is defined as deliberately hurting a child and causing physical harm (Department of Health, 2017; Department for Education, 2018). Injuries may be inflicted such as: bruises, broken bones, burns, cuts and may involve hitting, kicking, shaking, throwing, poisoning, burning, scalding, drowning and any other method of causing non-accidental harm to a child. Physical abuse may also occur when a parent/carer fabricates the symptoms of, or deliberately induces, illness in a child.

Please note: this is not a complete list but contains examples. It is not your responsibility to determine whether abuse has taken place but simply share your concerns with your DSL.

For more information about types of abuse and how to recognise them please visit the NSPCC website (<https://learning.nspcc.org.uk/child-abuse-and-neglect>) for detailed information.