

CHILD PROTECTION POLICY

Alexandra Dance Co. is fully committed to safeguarding the welfare of all children and young people. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. Alexandra Dance Co. acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. Paid staff and volunteers will endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

The Dance School recognises its duty of care under the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Children Act 1989 and the Criminal Justice and Court Services Act 2000, Working Together to Safeguard Children 2013

The Dance School believes that:

- all children will be treated equally and with respect and dignity;
- the welfare of each child will always be put first;
- a balanced relationship based on mutual trust will be built which empowers the children to share in the decision-making process;
- enthusiastic and constructive feedback will be given rather than negative criticism;
- bullying will not be accepted or condoned;
- all staff provide a positive role model for dealing with other people;
- action will be taken to stop any inappropriate verbal or physical behaviour;
- it will keep up-to-date with health & safety legislation;
- it will keep informed of changes in legislation and policies for the protection of children;
- it will undertake relevant development and training;
- it will hold a register of every child involved with the organisation and will retain a contact name and number close at hand in case of emergencies. Consent - we have earned your permission in a GDPR-compliant way



The Dance School has child protection procedures which accompany this policy.

The Dance School has a dedicated Child Protection/Welfare Officer, who is in charge of ensuring that the child protection policy and procedures are adhered to. The Child Protection/Welfare Officer is Anne Naphine and she can be contacted on 07413 321222.

In implementing this child protection policy, Alexandra Dance Co. will:

- Communicate to all staff their legal and moral responsibility to protect children and young people from harm, abuse and exploitation.
- Communicate to all staff their responsibility to work to the standards that are detailed in the Surrey Safeguarding Children Board and the need to work at all times towards maintaining high standards of practice in protection of children.
- Ensure that all staff understand their duty to report concerns that arise about a child or young person, or a fellow staff member's conduct towards a child/young person, to the organisation's named person for child protection.
- Ensure that the organisation's named person for child protection understands her responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. Police and/or Children's Social Care).
- Ensure that any procedures relating to the conduct of staff are implemented in a consistent and equitable manner.
- Facilitate opportunities for children and young people to express their ideas and views on a wide range of issues in connection with the teaching they receive and to be aware of the reporting procedure for any concerns.
- Facilitate involvement of parents or carers in the work of the Dance School and to make child protection policies and procedures available to them.

This policy will be regularly monitored by the Elected Committee of the organisation and will be subject to annual review.

Date: 1 April 2022

