

South London Dance School (SLDS) Child Protection Policy

1. We believe that no child or young person should be the subject of abuse and that children should be respected, valued and listened to. We prioritise 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.

2. We aim to establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to.

3. All staff and volunteers have a statutory responsibility to safeguard and promote the welfare of children, within the limits of their control and jurisdiction, and so are required to adhere to the school's policies, guidance and procedures at all times, in particular, the following policies should also be referenced by SLDS staff and volunteers in respect of Child Protection and Safe Guarding:

- **SLDS Code of Professional Conduct**
- **SLDS Anti-Bullying policy**
- **SLDS Photography and Filming policy**
- **SLDS Social Media policy**
- **SLDS Student Code of Conduct and Behaviour policy**
- **SLDS First Aid for Children policy**
- **SLDS Physical Feedback policy**
- **SLDS Data Protection procedures for staff**

4. Staff and volunteers should refer to our **Safe Guarding for Teachers and Volunteers guidance** for further information about:

- Good Practice Guidelines
- Recognising possible abuse
- Responding appropriately to a concern / disclosure
- Recording observations or a disclosure
- Reporting observations or a disclosure
- Looking after yourself

5. All staff and volunteers are individually responsible for understanding their duty to safeguard and promote the welfare of children (under Working Together to Safeguard Children 2015, Keeping Children Safe in Education September 2016 and The Childrens Acts) and for understanding that breaches of the law and other professional guidelines could result in criminal and/or disciplinary action being taken against them.

6. All staff and volunteers understand that they have a duty to report concerns about the behaviour of other members of staff or volunteers, in the interest of both the staff or volunteers and children involved.

7. All staff and volunteers agree to treat information about children as confidential and share it only when it is in the best interests of the child to do so.
8. Any concern about potential abuse should be reported in the first instance to the Designated Safe Guarding Lead (Katarina Hill). If the Designated Safe Guarding Lead is the person against whom the complaint is being made, the matter should be referred to the Principal.
9. All staff and volunteers must also immediately report to the Designated Safe Guarding Lead if the following happens when a child is in your care:
- If you accidentally hurt a child
 - If a child appears to be sexually aroused by your actions
 - If a child misunderstands or misinterprets something you have done
 - If a child is unusually distressed
10. On receipt of a complaint the Designated Safe Guarding Lead will convene, as soon as possible, a committee of three members of staff, including the Principal, to hear and investigate the complaint. All parties to the complaint will have the right to be heard, including the parents or legal guardian(s) of the child concerned.
11. The committee will be informed of the complaint and have the power to suspend the individual(s) against whom the complaint has been made from employment until the investigation is complete and a decision on the action to be taken has been made.
12. The Designated Safe Guarding Lead is appointed in order to ensure SLDS and its staff and volunteers are suitable to work with children (see below) and are aware of their responsibilities.
13. Staff and volunteers are carefully selected in consideration of qualifications, experience, references and interview as relevant, and must also undergo an enhanced disclosure check by the Disclosure and Barring Service (DBS) to ascertain their suitability to work with children. The final status of the DBS check will be reported to the Principal and a copy will be held securely in confidence.
14. A copy of this policy document and all other relevant policies as well as further safe guarding procedural information which will be given to all staff and volunteers. SLDS staff are required to complete the **NSPCC Child Protection in Sport and Physical Activity online training course**.
15. SLDS staff and volunteers will be given further information as needed concerning Child Protection for any special procedures at SLDS events and examination sessions.
16. The Designated Safe Guarding Lead and the Principal will ensure that these policies and their implementation will be kept under review.