



Child Protection Policy

INTRODUCTION

JA Performing Arts is fully committed to the safeguarding and welfare of all children and young people. This policy sets out our beliefs and principles as a dance school and our commitment to protecting children from harm, preventing injury or impairment to health or development and ensuring that children are provided with an environment to support the safe and effective delivery of care.

All staff, freelancers, volunteers and helpers are committed to working together to respect the rights of children and young people in accordance with the duty of care requirements as provided for in the Children Act 1989 and 2004, the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Criminal Justice and Court Services Act 2000, Working Together to Safeguard Children 2013 and Working Together 2018.

JA Performing Arts has a stringent Child Protection policy. We are dedicated to ensure all young people and vulnerable adults in our care are given the best possible experience in a safe, monitored and positive environment.

All staff are carefully selected and questioned- during the interview stage and constantly during their employment- on their safeguarding practice and how they are ensuring children are safe and well looked after in our care.

We hand select our team to ensure they are experienced, qualified and up to date on health and safety and safeguarding the members of JA Performing Arts.

JA Performing Arts uses a database system to ensure the details of all students are secure and not accessible to anyone apart from the staffing team.

All members of staff have access to details of next of kin for all attendees and this is updated regularly in case of emergency.

JA Performing Arts operate an online registration form entry system. This completed by the appropriate adult in charge of the child and they agree that we can use their data on our systems and advise of any medical conditions.

All members of staff are briefed on the social media and photography code of conduct. Members of staff are not permitted to accept or initiate contact on any social media platform with members of JA Performing Arts. Students and Parents alike. We believe this is, at least, a conflict of interests and could potentially be a safeguarding issue for children and staff. This is an area that we are constantly monitoring to ensure all children and young adults are safe and protected in an exceptionally professional manner.



JA Performing Arts has procedures in place so that any allegation or complaints are taken seriously and investigated, which includes informing the Staff members of the complaint. We have the power to suspend the individual against whom the complaint has been made from employment and will endeavour to support both parties and rectify the situation, or, if more serious in subject matter, inform the correct authorities.

All members of staff are checked by the Disclosure Barring Service (DBS) and will only be employed once this is in place to ensure maximum welfare of the children and young people at JA Performing Arts.

Parents, carers, guardians are required, on their online registration form to select if they give their permission to any photography or footage to be used as a promotion tool on social media or otherwise. This ensures we safeguard vulnerable children and young adults.

Good practice

Always work in an open environment. We have an open door policy at JA Performing Arts and encourage parents to communicate with staff both in the studio and changing rooms. We aim to avoid private unobserved situations and encourage open communication with no secrets.

We treat all members of JA Performing Arts equally and with respect and dignity. All children will be encouraged to join in each activity, whether this is an auditioned section for a performance or a class activity. We believe in building confidence and having a strong friendly rapport with students whilst remaining objective and professional.

We will encourage members of JA Performing Arts to speak openly about situations that could potentially be a safe guarding issue. We will, however, inform them at the beginning of the conversations, that if they are at risk, we have to inform the appropriate party.

The welfare of each child is paramount and will always come first.

OUR BELIEFS

JA Performing Arts believes that:

1. The welfare of every child is paramount;
2. All children, regardless of gender, age, race, religion, religious belief and/or sexual orientation have the right to protection from abuse;
3. JA Performing Arts has a responsibility to protect the welfare of all children and ensure that the correct measures are put in place to provide for a safe teaching environment;
4. Any and all suspicions and allegations of abuse should be treated seriously and investigated; and
5. Support should be provided to all of those at JA Performing Arts to respond appropriately.



IN IMPLEMENTING THIS POLICY WE WILL:

1. Ensure that all responsible adults have access to information and training to assist them in supporting us to prevent harm;
2. Provide an environment which is clean, safe and which allows children to develop without fear or criticism;
3. Provide adults who can be trusted and relied upon;
4. Work together to prevent harm of all kinds including, physical, emotional and/or sexual abuse and neglect;
5. Stop any inappropriate behaviour;
6. Encourage an environment of openness, honesty and transparency between staff and volunteers.
7. As far as possible, stay up-to-date with changes in legislation and key principles relating to the protection and safety of children and young people.

This policy was last updated in November 2022 and will be reviewed and updated at least annually.