

BALLET NORTH

Safeguarding Policy

This policy applies to all staff, contractors, freelancers, volunteers and anyone working on behalf of or contracted by Ballet North.

The purpose of this policy:

- To protect children and young people who receive dance and other educational services from Ballet North. This includes the children of adults who use our services.
- To provide staff, contractors and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

Ballet North believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them.

This policy has been drawn up on the basis of child protection and other relevant legislation and related guidance in force from time to time. Including but not limited to: the Children Act 1989, the Human Rights Act 1998, the Sexual Offences Act 2003, the Children Act 2004, the Safeguarding Vulnerable Groups Act 2006, the Protection of Freedoms Act 2012 and the Children and Families Act 2014.

This policy should be read alongside all other Ballet North policies and procedures.

Designated Safeguarding Lead (DSL) Mercedes Mompo, Ballet North Vice principal

Secondary DSL Jennifer Pelzig, Ballet North principal

We recognise that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- Some children are more vulnerable than others because of the impact of previous experience, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will keep children safe by:

- Valuing them, listening to and respecting them.
- Appointing a Designated Safeguarding Leader (DSL) for children.
- Adopting child protection and safeguarding practices through procedures, a code of conduct and regular training for staff, contractors and volunteers.
- Providing effective management for staff, contractors and volunteers through adequate supervision, support, training and quality assurance measures.

- Recruiting all staff, contractors and volunteers safely, ensuring all necessary checks (including but not limited to undertaking Disclosure and Barring Service (DBS) checks) are made.
- Recording and storing information professionally and securely.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- Using our procedures to manage any allegations against staff, contractors and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Promote a school culture of celebrating and embracing diversity and being tolerant and kind towards each other.
- Ensuring that we have effective complaints and whistle blowing measures in place.
- Ensuring that we provide a safe physical environment for our children, young people, staff, contractors and volunteers by applying health and safety measures in accordance with the law and regulatory guidance in force from time to time.

How to report concerns

All concerns must be reported as soon as they arise. No concern is too small to report and all teachers and staff are required by law to do so. In case of concern please contact the DSL by email (mercedes@balletnorth.co.uk) to request a cause of concern form. Please fill it with as much information as you can and send it back so we can report and record quickly and safely.

If a child is in immediate danger, the person in charge should call the police or relevant authorities.

All teachers and staff must remember that doing nothing is never an option and that we share a responsibility in our duty of care towards the children we work with.

We are committed to reviewing this policy and related good practice annually.

This policy was last reviewed in 2020 by Mercedes Momo as Designated Safeguarding Lead.