

## **Child Protection Policy**

SJ Performing Arts Plymouth is fully committed to safeguarding the welfare of all children and young persons. We recognise our responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse, and exploitation. We understand we must protect all children or young persons from any harm to their health or development. We have a responsibility to ensure all children, or young persons are safe when in our care.

SJ Performing Arts Plymouth recognises its duty of care under the Children and Young Persons Act 1963, the Children's (Performances and Activities) (England) Regulations 2014, the Children Act 1989 and Working Together to Safeguard Children 2015. Safeguarding of children, young people and vulnerable adults is everyone's responsibility. The definition of a child used in this policy is the definition used in the Children Act 2004 "A child is anyone who has not yet reached their 18<sup>th</sup> birthday, 'children' therefore means 'children and young people' throughout' .

### **SJ Performing Arts believes that:**

- The welfare of the child or young person is paramount.
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs, and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to quickly and appropriately.

### **SJ Performing Arts ensures that:**

- Everyone will be treated with respect and dignity and the welfare of each child or young person will always be put first.
- It will provide a safe environment to learn and perform in.
- Enthusiastic and constructive criticism will be given to pupils rather than negative criticism.
- Every student feels valued and is able to express their feelings and wishes.
- Bullying will not be accepted or condoned in any form.
- All adult members will provide a positive role model.
- Action will be taken to stop any inappropriate physical or verbal behaviour.
- All staff will take appropriate action in the event of incidents, accidents, concerns of abuse, or neglect. All details will be kept in line with the Data Protection Act.
- It will comply with health & safety legislation.
- It will keep informed of changes in legislation and policies for the protection of children and young persons.
- It will undertake relevant professional development and training.
- It will ensure all contact and medical details for every child is up to date and available at the place of teaching or performance, complying with the Data Protection Act 1988.
- All staff are DBS checked and ensure all skills, qualifications, and insurances are kept up to date. Staff will receive dedicated safeguarding training.
- Work in partnership with parents, carers, and other agencies in order to promote student welfare.

SJ Performing Arts Plymouth has a designated Safeguarding lead who is in charge of ensuring that the child protection policy is adhered to.

The Designated Safeguarding Leader (DSL) is Michelle Burrows and she can be contacted on 07454 778181.

There are two Deputy Designated Safeguarding Leads: Jodie Nicholls and she can be contacted on 07875 648092 and Sarah Bayliss who can be contacted on 07774 780932.

**In implementing this policy SJ Performing Arts Plymouth will:**

- Ensure that all workers and members understand their legal and moral responsibility to protect children and young people from harm, abuse, and exploitation.
- Ensure that all workers, members, and volunteers understand their duty to report concerns that arise about a child or young person, or a worker's conduct towards a child or young person to the Designated Safeguarding Leader.
- Children, young people, and parents will be informed of who the Designated Safeguarding Lead and Deputy are and be able to raise any safeguarding concerns & know that these will be taken seriously and acted upon.
- This policy will be regularly monitored and will be subject to an annual review.

Signed: MRS MICHELLE BURROWS

Date policy agreed: 10/7/20

Date policy to be reviewed: 10/7/23