

Children and Vulnerable Adult Protection Policy

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Our designated Protection Officer is our Principal, Melissa Glover, and all matters relating to this policy should be referred to her (unless the concern is regarding her, in which case matters should be raised with the President, Beverly Matthews. In that event, Beverly will designate an appropriate person to consider any issues – a “Designated Officer”).

Melissa’s telephone number is 077833 27410 and her email address is melissa@bevlyndance.co.uk.

Beverly’s telephone number is 01209 215356 and her email is beverly@bevlyndance.co.uk.

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Children and Vulnerable Adult Protection Policy

At The Bev-Lyn School of Dance (hereafter referred to as “Bev-Lyn”) we recognise that we have an explicit duty to safeguard and protect children from abuse as defined in the Children Act 2004, the Education Act 2002 and the Safeguarding Vulnerable Groups Act 2006.

Everyone working here shares an objective to help keep children, young people and vulnerable adults safe by:

- Providing a safe environment to learn in
- Identifying and responding to children, young people and vulnerable adults in need or support and / or protection
- Supporting children and young people’s development in ways which will foster a sense of self-esteem and independence
- Fostering a learning environment in which every pupil feels valued and able to articulate their wishes and feelings in their preferred method of communication in an atmosphere of acceptance and trust.

We will endeavour to ensure that children and vulnerable adults are protected from harm while they visit the school or are attending classes. We will do this by:

1. Making sure our staff are recruited with integrity
2. Providing appropriate training for staff in issues of child and vulnerable adult protection
3. Carrying out checks and monitoring of all staff (including teaching staff, administrators and ancillary staff) which may require them to undergo an Enhanced DBS disclosure
4. To establish and maintain an ethos where children and young people feel secure and are encourage to talk, and are listened to
5. Taking all reasonable steps to ensure the health, safety and welfare of any child or vulnerable adult in contact with us
6. Not physically, emotionally or sexually abusing any child or vulnerable adult in contact with us
7. Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from putting any child or vulnerable adult in a situation in which there is an unreasonable risk to their health and safety
8. Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from physically, emotionally or sexually abusing any child or vulnerable adult

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9. Reporting to the Principal (or Designated Safety Officers) any evidence or reasonable suspicion that a child or vulnerable adult has been physically, emotionally or sexually abused in contact with us or anyone at Bev-Lyn
10. Referring to statutory authorities all incidents reported to the Principal (or Designated Safety Officers)
11. Implementing this policy in conjunction with our Health and Safety guidelines already in place

Everyone working or applying to work for Bev-Lyn is made aware of our policy for children's welfare. Furthermore, this document is issued to all staff and other people who are likely to have contact with children as part of their work with us. Copies of the policy will be held by the Principal.

These guidelines apply to:

- A situation involving children and young people up to age 18, whether or not accompanied by adults. We also recognise that vulnerable people of any age will benefit from similar safeguards. Wherever guidelines refer to children, this broader meaning applies
- All staff, contractors, freelance staff, volunteers and consultants working within our organisation or on our premises. In the case of contractors and consultants it is incumbent upon the Principal or other Designated Safety Officers to ensure that they are made aware of these guidelines

GENERAL DUTIES FOR ALL STAFF

In regard to the safety and welfare of children and similarly vulnerable people all staff are required to:

- Agree to ongoing monitoring of their suitability for a position working with children and vulnerable adults which may include an Enhanced Criminal Records Bureau/ Disclosure and Barring Service Disclosure
- Take all reasonable steps to protect children from hazards
- Strictly observe the code of behaviour in this document
- Take prompt and appropriate action if an accident occurs
- Take all reasonable steps to prevent abuse of children in contact with anyone within the organisation
- Report any incident or suspicion of abuse promptly

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ROLES AND RESPONSIBILITIES FOR ALL STAFF

- Safety of participants and staff is of prime consideration at all times
- All accidents involving anyone should be recorded in the accident book immediately or as soon as practicably possible
- Staff are responsible for familiarising themselves with building/facility safety issues, such as, fire procedures, location of emergency exits, location of emergency telephones and first aid equipment
- Staff are responsible for reporting suspected cases of child abuse to the Principal and/or agencies
- Where appropriate, staff will be made aware of any parent consent/emergency consent forms for all children taking part in any activities. This information must remain confidential
- Staff should ensure that their activities start and end on time
- Staff are expected to promote, demonstrate and incorporate the values of fair play, trust and ethics throughout their activities
- Bev-Lyn Dance maintains adequate insurance, to protect against claims of negligence, through the school. The Principal has the responsibility of confirming when outside or freelance contractors need their own personal insurance

ADMISSION PROCEDURES

A register of names, addresses, next of kin and contact addresses and telephone numbers for emergencies will be kept. This information, and parent/carer instructions, is established by the initial registration form and regularly updated.

This form and instructions specify the action which will be taken in the event of a child becoming ill or being injured and which indicates that any information which suggests that a child has been abused will be passed on to the Social Services Department and/or the police.

CODE OF BEHAVIOUR FOR ALL STAFF

People working at Bev-Lyn must always observe the following requirements where children, young people or similarly vulnerable people are concerned.

Do and Do Not: Working with Children

DO:

- Behave professionally
- Listen to children
- Treat everyone with respect
- Communicate at an appropriate level
- Be aware of policy and procedures
- Report any suspicions within our guidelines

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- Be aware, approachable and understanding

DO NOT:

- Harm a child or frighten a child
- Touch inappropriately
- Use inappropriate language
- Threaten, shout or be aggressive
- Force a child to do something they do not want to do
- Mistreat, demean, ignore, or make fun of
- Show favouritism to any one individual or groups of individuals
- Let a child expose him/herself to danger
- Make racist, sexist or any other remark which upset or humiliate
- Take photos of children without permission

Do and Do Not: Working with Vulnerable Adults

DO:

- Be respectful, responsible and professional
- Act in an appropriate manner
- Listen and communicate
- Use common sense; be caring, attentive and aware
- Be sympathetic to their needs
- Be aware of your responsibility
- Be aware of policy and procedures as outlined in this document

DO NOT:

- Treat vulnerable adults as children
- Engage in inappropriate behaviour
- Be aggressive or physically restrain
- Do anything of a personal nature they can do for themselves
- Place yourself in a vulnerable position

You have a strict duty never to subject any child to any form of harm or abuse. Failure to adhere to these procedures will be treated as gross misconduct.

PHOTOGRAPHING CHILDREN

Photographs of children will only be used if written consent has been obtained from a parent, guardian or, if referring to external (i.e. not Bev-Lyn) groups, relevant authority. Permission will be obtained firstly to take the photograph and secondly for permission from the parent if the photograph is to be reproduced. In most cases, this will be established at the point of student registration but specific permission will be sought in some cases (e.g. advertisements, promotion of shows etc).

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WHAT TO DO IF AN ACCIDENT HAPPENS

Depending on your judgment of the situation, go to the scene immediately if possible and/or summon First Aid assistance and/or contact the emergency services. With children it can be hard to assess whether they have been injured or the extent of the seriousness of an injury. If you have any doubt about this, you should err on the side of caution and contact the emergency services. Even if a child is accompanied and you think an accident is not being treated seriously enough, get medical assistance on your own initiative if necessary. All accidents should be reported in the accident book.

FIRST AID

Unless there is good reason, First Aid should not be administered without the permission of the child's parent or accompanying adult. A child cannot give consent. If the parent is not at the premises, obtain their phone number and try and make contact. However, if a child is alone and seriously injured or unconscious, the situation will need to be dealt with immediately. If at all possible, treatment should only be given by one of our trained First Aiders.

Provided this does not in itself put the child at risk, always try to administer First Aid with another adult present. Always tell the child exactly what you are doing and why.

Unless it is irrelevant, ask the child if they use medication (e.g. for asthma, diabetes, and epilepsy) or have any allergies. Some children have allergic reactions to stings.

For minor injuries, you may not offer any medication, including antiseptics or pills of any kind. If you have any doubts about helping someone to use their own medication, phone **National Health Service Direct on 111** or the emergency services.

Any treatment should be as little as necessary without threatening the child's wellbeing. If a child comes to you for comfort because of a minor accident or fright, it is acceptable with the Code of Behaviour to hold their hand or put your arm around them. Just ensure:

- you know about any injury and do nothing to make it worse
- physical contact is what the child wants, and the kind of contact between you is appropriate to their age and stage of development
- you do your best to stay in sight of other adults

If a child needs a doctor or hospital, call the emergency services.

It is nearly always best to stay with them and wait for the ambulance. You should only take the risk of bringing in the child yourself if the emergency services ask you to do so because of exceptional circumstances.

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SAFE RECRUITMENT PROCEDURE

In order to safeguard and promote the welfare of its pupils and ensure that risk of harm is minimised, Bev-Lyn employs a safe recruitment and selection policy which aims to follow national and local guidance. All recruitment procedures involve the following processes (where applicable).

All successful applicants - including teachers, freelance teachers, contractors, volunteers, administrative and ancillary staff - will be asked for an Enhanced DBS check where this is relevant and applicable to the role. Employment records, references and qualifications will be verified for any teaching positions and references will be taken up for volunteers and support staff. All appointments are subject to these checks being satisfactory.

Where applicable, any Person Specification will state the competencies and qualities required by the successful candidate and will state that the interview will explore issues relating to safeguarding and promoting the welfare of children. Additionally, for short-listed candidates, any relevant issues relating to employment breaks or reference queries will be taken up at interview.

Any information pack for candidates will include; the application form, job description, the Person Specification and the Children and Vulnerable Adults Protection Policy.

References will be sought before any work takes place. Open references and testimonials provided by applicants will not be accepted. No candidate will be appointed until a verified reference is received and scrutinized. For successful candidates, written references will be sought to be verbally verified.

All applicants hoping to work with Bev-Lyn will undergo a face to face interview where questions pertaining to child protection will be asked.

All candidates will be asked to bring identity proof with them (e.g., a current driving licence or passport, a full birth certificate, plus a document such as a utility bill showing the candidate's current name and address).

All candidates will be asked to bring documents confirming any educational and professional qualifications relevant to the post.

All appointed staff will undergo an induction process which includes information and written statements of; policies and procedures in relation to safeguarding and promoting welfare e.g. child protection, anti-bullying, anti-racism, physical intervention / restraint, internet safety and professional conduct.

All new employees/volunteers will go through a probation and induction process, including relevant training. Ongoing training and supervision will ensure all employees/volunteers are adequately supported.

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The Role of the Principal/Designated Officer

Our designated Protection Officer is our Principal, Melissa Glover, and all matters relating to this policy should be referred to her (unless the concern is regarding her, in which case matters should be raised with the President, Beverly Matthews. In that event, Beverly will designate an appropriate person to consider any issues – a “Designated Officer”). Melissa’s telephone number is 077833 27410 and her email address is melissa@bevyndance.co.uk. Beverly’s telephone number is 01209 215356 and her email is Beverly@bevyndance.co.uk.

As the person responsible for all recruitment, Melissa will ensure awareness of the policy through the Induction Process.

She will ensure that she undertakes any training considered necessary to keep updated on new developments around Safeguarding issues. Any Designated Officer will have similar, current, professional understanding.

The Principal or Designated Officer(s) will have the following functions:

- To be an advisor to all staff on best practice in regard to the child protection policy
- To agree incident reporting procedures
- To keep records of incidents and reports, together with any other relevant information
- To report incidents to the Statutory Authorities and ensure that appropriate information is available at the time of referral and that the referral is confirmed in writing, under confidential cover;
- To ensure that individual case records are maintained of any compliant, injury or action taken by Bev-Lyn

ENHANCED CRB/DBS DISCLOSURE

All staff including teachers, freelance teachers, contractors, volunteers, administrative and ancillary staff will be asked for an Enhanced DBS disclosure where this is deemed to be appropriate and relevant. Updated disclosure may be requested from time-to-time. It is the Principal’s responsibility to view the contents of the Enhanced DBS disclosure and make a decision about whether that staff member should be excluded from working with young people and/or vulnerable adults at Bev-Lyn.