

## **Beat Feet Academy of Dance**

## **Child Protection Policy 2020**

We believe that no child or young person should be the subject of neglectful or abusive behaviour. We will promote and maintain 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. We will create a safe and welcoming environment for all.

This policy applies to all our staff/volunteers/chaperones and covers children under the age of 18 and/or vulnerable adults under the age of 24. To protect children and young people in our care, we will:

- Value and respect children and listen to what they have to say
- Work with children, parents and relevant organisations
- Share our policy with all staff, parents and students
- Ensure all required checks are made when hiring staff and that those in regular contact with children hold a current DBS check (or non-UK equivalent)
- Provide appropriate training and support to all staff
- Take responsibility for children and young people's safety when in our care
- Seek permission from parents before taking images (photographs or film) of students and inform them how and where the images will be used
- Report suspected neglect or abuse to the nominated member of staff, relevant organisation, or police (for UK members an appropriate relevant organisation will be their local council's Safeguarding Team)
- Ensure that this policy is regularly updated

Additional guidance can be found in the following documents at the end of this policy:

- Reporting Suspected Neglect or Abuse
- Appropriate Physical Contact in Dance
- Use of Photographs and Film of Children Policy

This policy was last reviewed on 30/09/20

Name: Julie Latham

Job Title: Principal

Signature: J. Latham

### **Additional Guidance A: Reporting Suspected Neglect or Abuse**

Concerns regarding a child's welfare can be reported by:

- Parents
- Teachers
- Friends
- The child or young person

All allegations of neglect or abuse will be taken seriously. If a concern is reported directly by the child or young person we will not seek to disagree, ask probing or leading questions, or do anything else which may discourage them.

We will make it clear that reported concerns cannot be kept confidential but will need to be shared with a nominated member of staff or external organisation. Parents or guardians will also be involved if appropriate.

We recognise that early action is vital. Any concerns will be reported immediately. If the child or young person is in immediate danger of harm, we will contact the police on 999. In all other cases, we will report concerns to the local Protection Team on 01332 641172.

### **Additional Guidance B: Appropriate Physical Contact in Dance**

Teaching dance is a physical activity and a teacher will sometimes need to make physical contact with a student to show an idea or to correct the student's position. This can include:

- Lifting
- Adjusting arms, legs, rib cage, hips, feet, hands
- Moving one student in relation to another

Where contact is needed, we will remain sensitive to the student's wishes and put their welfare first. In all cases, we will say why and how we will be correcting the student's position before making any contact. We encourage students to report any concerns.

### **Additional Guidance C: Use of Photographs and Film of Children**

We recognise that taking images of students in our care may not always be appropriate and that some children and parents may not want images taken at any time. Therefore, before taking images of a child or young person, we will:

- Make clear to the child and parent where and when the image will be taken (including during classes, during performances or at an Academy photo shoot).
- Clearly identify the person who will be taking the image
- Explain how the image will be used, e.g. for social media or printed on flyers
- Seek written agreement from parents that images can be taken of their child. (This is part of the registration form at the Academy).

Where we have publicly displayed images at our school or on social media, parents and students may withdraw their permission at any time. In such cases, the images will be removed as soon as is reasonable and without question. We ask that any parent wanting to take photographs or film at our events only do so with our prior permission. Permission will only be granted on the agreement of all present.