

Sarah Royle School of Dance

Child Protection Policy



(policy last reviewed August 2024)

Designated Safeguarding Lead (DSL): Sarah Royle.

Sarah Royle School of Dance is committed to ensuring that those working with children and adults adopt the best practice to ensure the health, safety and welfare of the participants and staff.

The purpose of this policy statement is:

- to protect children and young people who receive Sarah Royle School of Dance's services from harm. This includes the children of adults who use our services
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Sarah Royle School of Dance including senior managers, paid staff, volunteers, freelance workers, and students.

Legal Framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from nspcc.org.uk/childprotection.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we make
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

We will seek to keep children and young people safe by:

- valuing, listening to and respecting them
- appointing a Designated Safeguarding Lead for children and young people
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance.
- sharing information about safeguarding and good practice with children and their families.
- making sure that children, young people and their families know where to go for help if they have a concern.
- using our safeguarding and child protection 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 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.
- ensuring that we have effective complaints and whistleblowing measures in place.
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

Sarah Royle School of dance works closely with the ISTD to promote the highest standards of care within dance for all members, staff and officials by:

- The adoption of the ISTD Health, Safety and Welfare Guidelines.
- The adoption of ISTD Guidelines for the Protection of Children and Vulnerable Adults.
- Ensuring that staff have an understanding in child protection and health, safety and welfare issues.
- Ensuring that all staff, volunteers and helpers have been screened to confirm their suitability to work with children. Where appropriate this will include Criminal Record Bureau disclosure.
- Ensuring that the best teaching practice guidelines are followed at all times.
- Having a low tolerance level to poor practice, bullying or any potential form of abuse.
- 1:1 lessons are not held at the school at any time, if this was the case due to another child becoming ill. The parent would sit in the same room during the lesson or sit outside the room with the door open.

Anti bullying policy statement

Sarah Royle School of Dance is committed to creating an environment where members feel they can

work without threat, anxiety and fear. Bullying of any kind is NOT acceptable and should be shared with others. All members must understand that any incidents will be dealt with promptly and effectively.

What Is Bullying?

- Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.
- Bullying can be:
 - Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
 - Physical pushing, kicking, hitting, punching or any use of violence
 - Racist racial taunts, graffiti, gestures
 - Sexual unwanted physical contact or sexually abusive comments because of, or focussing on the issue of sexuality
 - Verbal name-calling, sarcasm, spreading rumours, teasing

Why is it Important to respond to Bullying?

Schools have a responsibility to respond promptly and effectively to issues of bullying. Any issues of bullying should be shared and reported to the Welfare Officer.

Signs and Symptoms

Somebody may indicate by signs or behaviour that they are being bullied. We should be aware of these possible signs and that they should investigate if someone:

- doesn't want to come to their classes
- changes their usual routine
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- feels ill before coming to the studio
- comes home with clothes torn or property damaged
- has possessions go "missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated through the correct procedures.

Appropriate physical contact in lessons

Teaching dance is a physical activity and appropriate physical contact between students and instructors in class is essential to training. Instructors can ask for consent to make physical contact with a student to illustrate a concept or to adjust a student's alignment and posture.

Dance classes and acro (more specifically) often require adjusting the body to help students to understand how to achieve the movements in safe and correct alignment.

Sarah Royle School of Dance recognises its responsibilities for safeguarding students and instructors and for protecting their welfare.

The following principles and procedures are in place to fulfil the school's obligations:

- Contact by the instructor is made with awareness of the needs of each individual, to assist the dancer in correcting placement for their safety and understanding.
- All instructors will treat any physical contact with due sensitivity and care, and with due regard for the wishes of the student
- Contact will not involve force or the use of any instrument
- Students and parents are encouraged to discuss any worries with Sarah directly.
- Both students and instructors should feel free to report any concerns to the principal, teachers or chaperones.