

SAFEGUARDING PUPILS POLICY

CHILDREN & YOUNG PEOPLE

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Angela Rowe (AR) School of Dance – Safeguarding Pupils Policy

Section 1

Introduction:

Angela Rowe (AR) School of Dance recognises that the term ‘young people’ has no legal basis, but employs this term to refer to anyone under the age of 18 with whom the organisation engages with. Within the age range covered by the term ‘young people,’ appropriate responses will be different depending upon the actual age of the individuals involved.

AR School of Dance recognises the need to tailor its response in a manner appropriate to the situation for children and young people or and will take into consideration the different ages and needs of each group.

AR School of Dance has produced a Safeguarding Pupils Policy for Children and Young People – ‘Pupils’. It is a privilege to work with children and young people; it is also a great responsibility. Parents and carers trust us to look after their young people, to care for them, give them leadership, and keep them safe.

The Home Office has produced “Safe From Harm”, a set of recommendations and guidelines to give all voluntary groups a framework for action to promote young people’s welfare and to prevent abuse, in various forms, taking place. In addition Arts Council England has worked with the NSPCC (National Society for the Prevention of Cruelty to Children) to create “Keeping Arts Safe”. This examines some of the specific safeguarding issues affecting those using the arts in their work with young people. AR School of Dance strives for best practice in all work with children and young people and through this policy aims to safeguard everyone under the age of 18 who is involved in AR School of Dance classes and any other related activity led, produced and delivered by the AR School of Dance.

Policy Statement:

Angela Rowe School of Dance will always endeavour:

- To ensure that young people in AR School of Dances’ care are protected from harm
- To facilitate an appropriate response should abuse be discovered, or disclosed
- To clarify what constitutes appropriate behaviour for teachers and to provide guidance on avoiding situations in which a member of teachers’ actions may be misunderstood (this point covers the protection of young and vulnerable people and the protection of staff from false allegations).

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Titles used in documents

Group

12 or more young people

Management

Anyone who has supervisory, organisational or decision making responsibilities

Staff/Teachers

Any full, part-time or freelance staff member contracted by AR school of Dance.

Safeguarding Pupils Officer

A member of staff who has suitable skill, knowledge and experience to act in the management and implementation of the AR School of Dance Safeguarding Pupils in any event in which it is deemed appropriate.

Children & Young People

Pupils who attend dance classes or similar activity led, produced and delivered by AR School of Dance under the age of 18.

Regulated Activity

- a) Frequent unsupervised activities: teaching, training, instructing, caring for or supervising children and/or providing guidance on wellbeing.
- b) Frequent work for a limited range of establishments ('specified places'), with opportunity for contact: for example washing, dressing, or health care provided - or supervised by - a professional.
- c) Frequent moderating of a public electronic interactive communication service likely to be used wholly or mainly by children.

Work under (a) and (b) is Regulated Activity only if done frequently. The managing/supervising of a person who is undertaking an activity within (a) or (b) would also be Regulated Activity, if they manage/supervise the individual on a frequent basis.

Definitions of Abuse

Abuse can be defined as:

- An act of omission or commission judged by a mixture of community values and professional expertise to be inappropriate or damaging (see below)

Sexual Abuse

- Forcing or enticing a person to take part in sexual activities, whether or not they are aware of what is happening. May involve physical contact, penetrative or non-penetrative acts. Abuse may also result from allowing or encouraging someone to watch pornographic material or sexual acts.

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Physical Abuse

- May involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or causing any inappropriate discomfort

Emotional Abuse

- Persistent ill treatment, which is likely to cause serious harm to a person's development or mental well-being. Abuse may involve conveying to individuals that they are worthless, unloved or inadequate.

Neglect

- The persistent failure to meet a person's basic physical and/or psychological needs, which is likely to result in the serious impairment of a person's health, development or well-being. Abuse may involve failure to provide or ensure appropriate access to food, shelter and clothing or to allow access to medical care or treatment.

Policy Statement:

Angela Rowe School of Dance's Safeguarding Pupils policy statement is designed to be a dynamic document and as such will be reviewed, and if necessary revised, every two years. The omission or incompleteness of any element of the policy, guidance or required procedure in no way invalidates any other part of the policy.

- AR School of Dance is committed to the protection and safeguarding of all young people under its care during its activities.
- It is the responsibility of all staff - employers, employees, contractors, accompanying adults and volunteers - to safeguard against abuse of young people, and to report any abuse discovered or suspected.
- AR School of Dance recognises that safeguarding young people is the responsibility of all staff.
- AR School of Dance is committed to the provision of suitable and adequate supervision, support and training and to the provision of resources for those who work with young and vulnerable people.

All staff are required to sign an annual contract with this Safeguarding Pupils Policy document as an additional appendix they agree to adhere to.

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Section 2

Good Practice Guidelines:

AR School of Dance will ensure that:

- This Policy Statement is displayed on the AR School of Dance website platform and upon request of hired venues, printed on display.
- Wherever practicable, no staff will not be left alone with any single individual young person as a measure of good practice.
- Staff and Management need to check that access to and from any buildings used for classes and any other related activity led, produced and delivered by AR School of Dance are safe and well lit.
- That all staff and Management carry out Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act) have an enhanced DBS check that was issued within the previous three years, or subscribed to the DBS Update Service.
- That Staff and Management receive appropriate levels of training in Safeguarding Young and Vulnerable persons.

Staff/Teacher responsibilities:

- All teachers will treat all young people with respect and dignity and without discrimination.
- All teachers will use appropriate speech, tone of voice and body language to the setting they are working in.
- The privacy of young people (e.g. when changing) will be respected
- All teachers will refrain from any sexually suggestive comments, ridiculing, or rejection of a young person, even in fun
- All teachers will avoid inappropriate touching in any form (see Safe Touch section) and exercise caution when comforting a distressed or injured young person
- All teachers will safeguard against excessively attention seeking behaviour, especially if it is of an overtly physical nature, from young or vulnerable people in their care.
- All teachers will not invite a young person to his or her home
- All teachers will avoid engaging with young or vulnerable people via text/mobile phone calls/email/MSN or equivalent unless necessary for

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example when referred to in a specific classes or related activity led, produced and delivered by AR School of Dance.

- All teachers will ensure that parents and carers know where young people are, and will obtain written consent from parents, guardians or carers for non-routine events or visits (and be explicit when this might precipitate the use of private mobile phone numbers).
- All teachers will avoid giving lifts to individual young people, if this is unavoidable make sure they sit in the rear of the car unless classes or related activity led, produced and delivered by AR School of Dance and agreement allows for this.
- All teachers are not insured by AR School of Dance to offer lifts to young people in their care and should arrange alternative transportation for them if classes or related activity led, produced and delivered by AR School of Dance requires it.

Good Practice Amongst Teachers

- Teachers must support each other in their work with young people, and encourage the use of the guidelines at all times
- If any teacher has a concern about the behaviour or suitability of another teacher they must speak, in confidence, to the designated AR School of Dance Safeguarding Officer as soon as possible
- Management should take opportunities to observe teachers in activities with young people, and discuss what they have observed with the AR School of Dance Safeguarding Officer if appropriate
- Teachers should accept such observation as part of AR School of Dance's commitment to safe and good quality activities with young people.
- Teachers carrying out Regulated Activity will attend Child Protection and Vulnerable Persons Training Courses at least once every three years
- All teachers working for AR School of Dance who will be carrying out Regulated Activity will be required to submit to a full DBS check three years after their previous DBS check; or be subscribed to the DBS Update Service. If any disclosure is identified then continued employment will be subject to AR School of Dances' employment policy and terms and conditions of employment or engagement.
- Where any form of abuse is suspected, wherever practicable AR School of Dance will continue to welcome the young person and their family to activities whilst investigations continue

Section 3

The Selection of teachers and their Responsibilities

- AR School of Dance will recruit all teachers following appropriate equal opportunity procedures
- An Enhanced DBS check (which may or may not include barred list check) will be sought from all freelancers and artists carrying out Regulated Activity, which the freelancers or artist arranges and pays for. Until these have been obtained the freelancers or artist will not be allowed to work unsupervised with young people
- The roles of all teachers must be established and clearly explained to them by the leader
- Teachers must not be expected to perform duties for which they do not have adequate skill, knowledge or experience

Section 4

Procedures to Follow:

Angela Rowe School of Dance is committed to the protection of young people from physical, sexual or emotional harm and seeks to improve their well-being through any contact they have with the organisation. In order to achieve this teachers need to value young people and take time to communicate with them when they choose to express themselves concerning their experiences and concerns. It is important that all teachers know how to respond if abuse is disclosed or suspected.

Teachers shall:

1. Remain calm and in control
2. Understand carefully what has been communicated
3. Not promise to keep it 'a secret'
4. Communicate that they will need to share the information with those who can help
5. Reassure the young person that they did the right thing
6. Make sure that the young person knows what will happen next
7. Speak to Angela Rowe School of Dance Safeguarding Pupils Officer and appropriate Authorities as a matter of priority
8. Write a 'story of events' as soon as practicable afterwards using the young person's own words

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Subsequently:

- The Angela Rowe School of Dance Safeguarding Pupils Officer is responsible for referring information to the statutory authorities (Social Care Services, Police and or NSPCC).
- The details of the disclosure or concern must not be discussed with anyone other than the young person, the AR School of Dance Safeguarding Pupils Officer and the statutory authorities
- If the disclosure, or concern is about someone who works for Angela Rowe School of Dance then the person must be suspended from any activities involving young people until the matter has been investigated
- In the instance that the disclosure or concern is about the designated Angela Rowe School of Dance Safeguarding Pupils Officer the teacher is responsible for referring the matter directly to the statutory authorities.

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Section 5

Safe Touch

Angela Rowe School of Dance recognises that it is advisable to avoid direct physical contact with young people to safeguard that person from possible abuse, and to protect teachers from false allegations of abuse. However, the teaching and learning of dance may on some occasions necessitate the 'touching' of students or participants

Teachers should

- Ensure that the intention is clear
- Ensure that touch is appropriate
- Check that learning has occurred
- Ensure touch is firm, necessary, direct, precise, and functional

Section 6

Key Personnel Contact Details

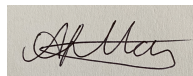
1) Angela Rowe School of Dance Safeguarding Pupils Officer

Anna Hartley

Telephone number: 07740769742

This policy will be reviewed every two years.

This policy was adopted on January 2022



Signed _____ (Co-owner) Alison Hartley



Signed _____ (Co-owner) Anna Hartley