

The Hebden School of Dancing Safeguarding Policy - Updated Aug 2020

The Hebden School of Dancing recognise that we have an explicit duty to safeguard and protect children from harm and abuse. Furthermore, we recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal 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
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Everyone at our organisation shares an objective to help keep children, young people and vulnerable adults safe by:

- Providing a safe environment to learn and teach in for our pupils and staff (including volunteers)
- Identifying and responding to children, young people and vulnerable adults in need or support and / or protection
- Supporting children'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 respected, and able to articulate their wishes and feelings in their preferred method of communication in an atmosphere of acceptance and trust
- Recording and storing information professionally and securely and adhering to the procedures
- Appointing a Designated Safeguarding Officer (DSO).

The Hebden School of Dancing will endeavour to ensure that all children and vulnerable adults are protected from harm while they visit or are attending classes run by The Hebden School of Dancing. We will do this by:

1. Making sure our staff (including paid and volunteer teachers, assistants and helpers) are carefully selected
2. Providing appropriate training for staff in issues of child protection, ongoing support and supervision
3. Ensure all staff (including the Principal, teaching staff, assistants and head chaperones) undergo an Enhanced Disclosure and Barring Service (DBS) Check, (formerly known as Criminal Record Bureau/CRB Check)
4. To establish and maintain an ethos where children and young people feel secure and are encouraged 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 and DSO, Miss Chloe Hebden, any evidence or reasonable suspicion that a child or vulnerable adult has been physically, emotionally or sexually abused in contact with us or anyone in, or connected to, our organisation
10. Reporting all incidents to the Principal/DSO who will refer relevant information and concerns with the appropriate agencies who need to know and involve children, parents, families and carers appropriately and in a sensitive manner
11. Implementing this policy in conjunction with our Health and Safety guidelines already in place and creating and maintaining an anti-bullying environment
12. Using our procedures to manage any allegations against staff and volunteers appropriately and ensuring that effective complaints measures are in place.

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

If you have any questions related to Safeguarding please contact the Designated Safeguarding Officer (DSO) Miss Chloe Hebden, chloe@hebdendance.co.uk or 01733 305407, alternatively you can contact Jeanette at info@hebdendance.co.uk