



## **Safeguarding & Child Protection Policy**

### **Introduction and Policy Statement**

Plymouth Ballet School has a duty of care to provide a safe environment for children under the age of 18 years and vulnerable adults. Plymouth Ballet School takes all reasonable steps to ensure that safeguarding and promoting the welfare of children and young people is embedded in our contact and the activities we provide, as defined in the Children Act 2004 and the Education Act 2002. This policy applies to anyone working on behalf of Plymouth Ballet School.

### **The purpose of this policy statement is:**

- To protect children and young people from harm
- To provide teachers and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection
- To provide procedures to follow in the event that it is suspected a child or vulnerable adult may be experiencing abuse/risk of abuse or harm

### **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

### **We recognise that:**

- The welfare of children is paramount in all the work we do and in all the decisions we take 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
- Working in partnership with children, young people, their parents, guardians and other agencies is essential in promoting young people's welfare

**As part of our safeguarding policy we will:**

- Promote and prioritise the safety and wellbeing of children and young people
- Value, listen to and respect children
- Adopt safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- Recruiting teachers and volunteers safely, ensuring all necessary checks are made (for example, Enhanced DBS Checks)
- Ensure teachers and volunteers understand their roles and responsibilities in respect of safeguarding. To provide appropriate training to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- Record, store and use information professionally and securely, in line with data protection legislation and guidance
- Ensure children, young people and their families know where to go for help if they have a concern
- Ensure appropriate action is taken in the event of incidents or concerns of abuse and support provided to the individual(s) who raise or disclose the concern
- Build an atmosphere of acceptance and trust where teachers and volunteers, children, young people and their families, feel valued and able to voice their feelings and are comfortable to share concerns

The policy and procedures will be widely promoted and are mandatory for everyone involved in Plymouth Ballet School. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal from the Plymouth Ballet School.

**Contact Details**

**Plymouth Ballet School Principal**

Marina Molero Maltby

[info@plymouthballetschool.co.uk](mailto:info@plymouthballetschool.co.uk)

**NSPCC Helpline Contact Details**

0808 800 5000

We are committed to reviewing our policy and good practice.

This policy was reviewed in August 2022.