



CHILD PROTECTION & SAFEGUARDING POLICY

Flipside Dance School is fully committed to safeguarding the welfare of all children age 2 ½ to 19. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. Flipside Dance School acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. Paid staff and volunteers will endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

Flipside Dance School recognises its duty of care under the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Children Act 1989 and 2004 and the Criminal Justice and Court Services Act 2000 (in Scotland Protection of Children (Scotland) Act 2003), Working Together to Safeguard Children 2018.

The school believes that:

- The welfare of the child is paramount;
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse;
- The children have the right to practice in a safe and child friendly environment
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately;
- All members, employees and volunteers of the organisation should be clear on how to respond appropriately

Coronavirus -

The school will ensure that:

During the Coronavirus / COVID 19 Pandemic; we will be committed to adhering to the Government Guidelines for our industry and will be refreshing our risk assessment regularly. We will maintain socially distant bubbles and ensure the safety of our staff and students through regular hand sanitising, health assessment forms and a track and trace system.

Steps have been put in place for a safe return to the studio and all families will receive regular updates about how we plan to form class bubbles and which entry and exits should be used.

Staff have been briefed and are COVID Awareness trained and have full PPE available to assist with injury and first aid.

Whilst we are fully committed to the restrictions, we are mindful that the emotional or physical needs of a student may take priority. Safety measures will be taken, and the child comforted as needed.

We will also ensure at all times

- All children will be treated equally and with respect and dignity.
- The welfare of each child will always be put first.
- A balanced relationship based on mutual trust will be built which empowers the children to share in the decision-making process.

- Enthusiastic and constructive feedback will be given rather than negative criticism.
- Bullying will not be accepted or condoned.
- All adult members of the school provide a positive role model for dealing with other people.
- Safer recruiting procedures will be followed to ensure the correct references and enhanced DBS checks are obtained before employing a new staff member.
- Action will be taken to stop any inappropriate verbal or physical behaviour;
- It will keep up to date with health & safety legislation;
- It will keep informed of changes in legislation and policies for the protection of children;
- It will undertake relevant development and training;
- it will hold a register of every child involved with the organisation and will retain a contact name and number close at hand in case of emergencies.

Flipside Dance School has a dedicated Designated Safeguarding Lead who is in charge of ensuring that the safeguarding policy and procedures are adhered to.

That person's name is MRS HAYLEY OSBORNE and she can be contacted by emailing dsl@flipsidedanceschool.co.uk or by calling 01932 911064

In implementing this child protection policy Flipside Dance School will:

- Communicate to all staff & volunteers their legal and moral responsibility to protect children and young people from harm, abuse and exploitation.
- Communicate to all staff, members and volunteers their responsibility to work to the standards that are detailed in the Surrey Safeguarding Children Board and the need to work at all times towards maintaining high standards of practice in protection of children.
- Ensure that all staff and volunteers understand their duty to report concerns that arise about a child or young person, or a member of staff's conduct towards a child/young person, to the school DSL, the organisation's named person for child protection.
- Ensure that the DSL, the organisation's named person for child protection understands his/her responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. Police and/or Children's Social Care)
- Ensure that any procedures relating to the conduct of staff and volunteers are implemented in a consistent and equitable manner.
- Facilitate opportunities for children and young people to express their ideas and views on a wide range of issues in connection with the service they are provided with and to have access to the organisation's Complaints Procedure.
- Facilitate involvement of parents or carers in the work of the organisation and to make child protection policies and procedures available to them.

This policy will be regularly monitored by the school principal of the organisation and will be subject to annual review.

Mrs Deborah Rich, Flipside Dance School Principal.

This document was reviewed and updated in September 2020 based on a change in Government guidelines and is correct at the time of publishing.