

Safeguarding Policy

At Leaders in Dance (LID), we acknowledge our responsibility to safeguard the welfare of children and adults at risk across all LID associated classes and anyone involved with the company.

Our Safeguarding policy is based on the following key principles –

- **Safeguarding is everyone's responsibility**
- **We have a child-centred approach**
- **Report and take action to enable all children and adults at risk have the best outcome**

Introduction:

The welfare of all children and adults at risk engaged in activities with the LID, and its community activities, is paramount. LID recognises that all children have the right to participate in activities in a safe, positive and enjoyable environment whilst at the same time being protected from abuse, neglect, harm and poor practice. LID recognises that this is the responsibility of everyone involved, in whatever capacity.

To whom does this policy apply:

This policy applies to all our staff, volunteers, and visiting artists and covers children under the age of 18 and adults at risk. All participants engaging with LID and within our community activities regardless of age, gender, ability, ethnicity or sexual identity, have the right to be protection from harm.

Leaders in Dance Personnel:

All teachers, assistants and youth leaders associated with LID who have a direct responsibility for working with children and adults at risk will be required to have a current DBS check undertaken, or present LID with an up-to-date DBS Certificate number for review. All personnel will be vigilant in monitoring all areas where children and adults at risk are in attendance. All allegations, suspicions of harm and concerns will be taken seriously and responded to swiftly, fairly and appropriately.

Visiting Artists:

All visiting parties to LID bringing, or working, with young people within any of our activities will receive a copy of this policy. An up-to-date Enhanced DBS will need to be obtained prior to any work within our communities. It is the responsibility of everyone, including visiting parties to work in partnership with the LID personally to promote the welfare, health and development of children.

LID Roles and Responsibilities:

To ensure that we can uphold all safeguarding procedure, we will -

- Appoint a Foundation Safeguarding Officer (FSO), and if appropriate a deputy, as the first point of contact for safeguarding and welfare concerns.
- Ensure that the FSO is a member of, or attends, the appropriate committees making safeguarding issues a priority at the proper level.
- Develop a safeguarding training plan.
- Inform all LID members, parents, guardians and children when a new FSO is appointed.
- Ensure all LID Personnel, volunteers and visiting artists are aware of their safeguarding responsibilities.
- Ensure that its staff, trustees and volunteers will receive the support and training considered appropriate to their position and role.
- Ensure that at any youth disciplinary panel the FSO supports the child and ensures the panel considers the child's emotional wellbeing throughout.
- Identify any signs of harm and reports them.

Good Practice:

LID will ensure that all of its personnel comply with the Good Practice Guidance set out by the foundation. In summary, the following are NOT acceptable and will be treated seriously by the foundation and may result in disciplinary action being taken by LID:

- Working alone with a child.
- Consuming alcohol whilst responsible for children.
- Providing alcohol to children or allowing its supply.
- Smoking in the presence of children.
- Humiliating children.
- Inappropriate or unnecessary physical contact with a child.
- Participating in, or allowing, contact or physical games with children.
- Having an intimate or sexual relationship with any child developed as a result of being in a 'position of trust.'
- Making sexually explicit comments or sharing sexually explicit material.

LID will manage any changing facilities accordingly and ensure the correct arrangements are made prior to any events, and that the appropriate number of chaperones with DBS checks are in place to supervise child and adults at risk.



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Photographs, Videos and Press Photography:

The use of cameras, audio or visual recording equipment must be authorised by LID personnel managing the children that are performing. Before any photos/videos are taken, or published parental permission will be sought. This policy makes it clear that, where parents/guardians do not wish photos of their children to be taken and/or publicised, then the responsible personnel will ensure these wishes are respected.

Definitions:

Children –

Children are defined in the Children Act 1989 as people under the age of 18 years. For the purpose of third policy, the legal definition applies.

Disclosure and Barring Service (DBS) –

The DBS was created when the Criminal Records Bureau (CRB) merged with the Independent Safeguarding Authority (ISA) in December 2012 as a result of the Protection of Freedoms Act 2012 (PoFA). The DBS runs checks at three different levels providing information on an individual's criminal records.

Legislation and Guidance that supports this policy:

The Child Act 1989, The Child Act 2004, Working Together to Safeguard Children 2018, The Human Rights Act 1998, Protection of Children Act 1999

Further Information and Contacts:

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Artistic Director and LID Safeguarding Officer

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If you witness or are aware of an incident where the welfare of a child has been put at risk you must, in the first instance, inform the LID Safeguarding Officer.

NSPCC Helpline
T: 0808 800 5000
www.nspcc.org.uk
(for adults - 24hrs)

SSCP (Somerset Safeguarding Children Partnership)
T: 0300 123 2224
www.sscb.safeguardingsomerset.org.uk

Date:

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Signed: