



CHILD PROTECTION AND SAFEGUARDING POLICY

Liberty School of Dance is committed to ensuring safe environments for children and young people and believes that it is always unacceptable for a child or young person to experience abuse of any kind. We recognise our responsibility to safeguard the welfare of all children and young people, by a commitment to recommend best practice which protects them.

This policy applies to all members of Liberty School of Dance, including teachers, paid staff, volunteers, students or anyone working on behalf of the school.

We recognise that:

- the welfare of the child/young person is paramount.
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse.
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting a young person's welfare.

The purpose of the policy:

- to provide protection for the children and young people who participate in dance classes and events organised and attended by Liberty School of Dance.
- to provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of, harm.

We will seek to safeguard children and young people by:

- valuing them, listening to and respecting them.
- adopting child protection guidelines through procedures and safe working practice for staff and volunteers.
- recruiting staff and volunteers safely, ensuring all necessary checks are made.
- sharing information about child protection and safe working practice with children, parents, staff and volunteers.
- sharing information about concerns with appropriate agencies and involving parents and children appropriately.
- providing effective management for staff and volunteers through supervision, support and training.

Liberty School of Dance will review this policy each year in August in line with Safe Network guidance or sooner, in light of any changes in legislation or guidance.



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The safety of children and members of other vulnerable groups is paramount and all, without exception, have the right to protection from abuse. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately, and all the school's staff and volunteers have a responsibility to report concerns.

PURPOSE AND FUNCTION OF LIBERTY SCHOOL OF DANCE

The aim of Liberty School of Dance is to introduce children to the world of dance, where they will learn and develop within their chosen genre of ballet, modern and/or tap dance. Classes focus on developing technical skill, physical coordination, strength and flexibility, in response to music. Classes are taught within a clear framework under the supervision of highly trained and appropriately qualified teachers. At Liberty School of Dance, we aim to give pupils the experience of performance, which is the realisation of communication through dance. Classes are structured and well-disciplined, in a fun and friendly environment, with the aim of giving every individual the opportunity to fulfil to their full potential.

SCHOOL ENVIRONMENT

Liberty School of Dance provides an environment in which children are safe, can learn and develop at their own pace and are aware that there are always adults in whom they can trust. All children will be treated equally and with respect and dignity and the welfare of each child will always be put first. Enthusiastic and constructive feedback will be given rather than negative criticism in all classes. Bullying will not be accepted or condoned and all staff/volunteers provide a positive role model for dealing with other people. Action will be taken to stop any inappropriate verbal or physical behaviour. We work with the venues we hire to provide a safe and secure environment and will endeavour to keep up-to-date with changes in legislation and policies for the protection of children and health and safety. A register of every child involved with the school is retained at all classes alongside a contact name and emergency telephone number in case of emergencies. **We take no responsibility for the supervision of unaccompanied minors/vulnerable adults outside of class times.**

VENUE

All classes run from either the Millennium or Centenary hall of St. Mary's Church, Osterley Road, Isleworth TW7 4PW.

Upon collection of classes, children will only be dismissed to an appropriate and known adult. If these collection arrangements change, the class teacher must be notified prior to the lesson.

There are a number of doors attached to the Millennium hall and all of these must always be locked during classes. We kindly ask that you all help each other to access the building if you see an adult/child waiting to come in for their class. In the event that there is no adult available to let you into the building, there is a doorbell to the right of the front door which can be rung to alert the teacher. At no point should a doorstep be used to wedge the front door open. It is imperative that we are aware of who is accessing the building at all times.

Emergency First Aid kits are available for use in each hall and are kept in the kitchen.

RUNNING SAFE CLASSES AND EVENTS

Arrangements are in place to ensure that the physical risks associated with the activities undertaken by children and young people at Liberty School of Dance are identified and managed. In order for dance technique to be taught safely and correctly there will at times be the need for physical contact to be made to ensure the correct teaching of a specific step or technique. An example of this would be to correct postural alignment which relates to safe practice.

APPLICATION OF POLICY

This policy relates to children under the age of 18 years and members of vulnerable groups of any age whose needs are identified to Liberty School of Dance. This should be done by contacting the address or telephone number of the school. In recognising the needs of children from ethnic groups and children with disabilities, the school actively seeks to meet those needs notified by parents/guardians/carers and/or teachers but must know beforehand in order to prepare support – or to let you know we are unable to help.



SCHOOL PERSONNEL

Marina O'Brien, Principal of Liberty School of Dance is a qualified teaching member with the Royal Academy of Dance and the Imperial Society of Teachers of Dancing. All staff have an enhanced Criminal Records Bureau Disclosure and, in the case of a problem, will be able to provide support as required. (Parents can advise their child that all teachers at Liberty School of Dance can be approached privately and discreetly). Any concerns/conversations will be taken seriously and will be documented and dated at the time of disclosure. Any disclosures will be shared with an appropriate third party.

LEGISLATION SUPPORTING THIS POLICY

The Rehabilitation of Offenders Act 1974; The Children Act 1989; The Police Act 1997; The Data Protection Act 1998; The Human Rights Act 1998; The Protection of Children Act 1999; The Criminal Justice and Court Services Act 2000, The Children Act 2004. The Vulnerable Groups Act 2006.

POLICY REVIEW

Liberty School of Dance will constantly review their policy, revising and enhancing it as necessary. In doing this, they will look to the Royal Academy of Dance and Imperial Society of Teachers of Dancing for support and that body, in turn, will look to other agencies for evidence of good practice, most notably the Arts Council of England and NSPCC policy guidelines.

SCHOOL CONTACT

SAFEGUARDING LEAD: Mrs Marina O'Brien 123 Boundary Road, Wooburn Green, High Wycombe, Buckinghamshire HP10 0DJ Telephone: 07415 015 194

Please see our Covid-19 risk assessment for changes to the dropping off and collection of students and how Liberty School of Dance is implementing the government guidelines during the pandemic.