

Atomic Dance Safeguarding Policy

1 Introduction

1) Atomic Dance is a for-profit organisation run by:

Eleanor Rowe

2) Atomic Dance is based at:

The Hall - Cherington, Stourton and Sutton-under-Brailes CV36 5HG

And

Long Compton Village Hall, CV36 5JS

And

St Chads Centre, Church Hill, Bishops Tachbrook

CV33 9RJ

You can contact Atomic Dance at:

3 Paulet Lane

Wellesbourne

CV35 9US

07392348155

ellie@atomicdance.co.uk

3) Atomic Dance is managed by a self-employed team of dance teachers. One of the team has particular responsibility for safeguarding children.

4) The Team has adopted this safeguarding children policy and expects every adult working or helping at Atomic Dance to support it and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of Atomic Dance.

2 Purpose of the Policy

1) This policy is intended to protect children and young people who receive any service from us, including those who are the children of adults who may receive services from us.

2) As an organization, we believe that no child or young person should experience abuse or harm and are committed to the protection of children and young people and this policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

At Atomic Dance we recognise that the welfare of children is of paramount importance. We have a responsibility to protect and safeguard the welfare of all children and young people we work with and have an explicit duty to do so under the Children Act 1989 and 2004 and the Education Act 2002.

A 'child' is anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age is living independently, in further education, or working does not change his/ her entitlement to services or protection as a child.

At Atomic Dance all children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs and no child, or group of children should be treated any less favourably than others in being able to access the services and support to meet their needs.

All staff and volunteers have a strict duty never to subject a child to any form of harm or abuse. Failure to adhere to these procedures will be treated as gross misconduct.

Children and their parents/ carers who attend Atomic Dance may view our policy where appropriate and a copy will always be kept in our members hub on our website.

3 The risks to children

Many children grow up in a safe and happy environment and it is important not to exaggerate or overestimate the dangers. Nevertheless, there are situations where children need protection including:

- o Sexual abuse
- o Grooming
- o Physical and emotional abuse and neglect
- o Domestic violence
- o Inappropriate supervision by staff or volunteers
- o Bullying, cyber-bullying, acts of violence and aggression within our schools

and campuses

- o Victimization
- o Self-harm
- o Unsafe environments and activities
- o Crime
- o Exploitation
- o Racism and prejudice

4 Universality of Protection

We recognise that:

- o the welfare of the child is paramount
- o all children regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm.

Some children are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs or level of dependency.

- o working with children, young people, their parents and/or guardians, carers or other agencies are essential to protecting their wellbeing.

5 Safeguarding children at events / activities

1 There are three kinds of events/activities:

- 1.1) those open to adults and children of all ages,
- 1.2) those for children accompanied by a 'parent',
- 1.3) those for unaccompanied children, which are sometimes run alongside other events/activities.

2) At events and activities (such as public performances open to all ages, children under 16 must be accompanied by an adult over the age of 18 who not only brings the child but also takes the child home again afterwards. Young people aged 16 or 17 may attend

unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

3) At events and activities for children accompanied by a 'parent', children under 16 must be supervised throughout the event by an adult over the age of 18 who not only brings the child to the event but also takes the child home again afterwards. If a lone adult brings more than one child, then the children will have to stay together, so that the one adult can supervise them.

Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

4) At events and activities for unaccompanied children, children under the age of 16 must be enrolled by a responsible adult before being left with the event leader. The enrolment must record the child's name, age and address and the names and addresses of the child's parents, plus the parents' mobile telephone numbers. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent by their parent signing them up online.

5) Both event and activities are to be defined broadly to include any occasions where Atomic Dance will be providing a service.

6 Disclosure and barring

1 Atomic Dance offers the following activities for children:

Dance Classes

2 All of our activities therefore require adult instructors to undergo DBS and/or police checks under the Safeguarding Vulnerable Groups Act 2006. The required level of checking will broadly reflect the degree and frequency of unsupervised access given to

other people's children. All staff and Volunteers will also require appropriate references.

3 The Team will take very seriously any allegation of impropriety on the part of any member of Atomic Dance. A member of Atomic Dance who discovers anything amiss should get in touch immediately with one of our Safeguarding team:

Eleanor Rowe - 07392348155

OR

Caron Rowe – BA (hons) Midwifery, Qualified Health Visitor. - 077366447264

4) The Team will review the allegation and the likely risk to children and, if appropriate, will refer the accusation to the relevant authority, in full accordance with the rules and procedures of Atomic Dance.

7 Health and safety aspects of safeguarding children

1) Before starting any event for unaccompanied children, the Team will carry out a risk assessment and then take steps to minimise all risks to health and safety. Parents and children will be made aware of any particular risks and of the steps to be taken to minimise those risks. The Team will keep a record of all risk assessments.

2) Sufficient adults must be present at any event for unaccompanied children to enable one adult to deal with any emergency while another adult supervises the children not directly affected by the emergency.

8 Policy on the prevention of bullying

We will not tolerate the bullying of children either by adults or by other children. If any incident of child-on-child bullying should arise at a Atomic Dance event, those involved will be separated immediately and the parents of the children involved will be asked to deal with the matter. The Team will review all incidents of child-on-child bullying and assess the likely future risk to children. If appropriate, the Team will consider banning a child from future events, but only in full accordance with the rules and procedures of

Atomic Dance (Please see details of our 3 strike policy).. Allegations of adults bullying children will be dealt with under paragraph 6.3 above.

9 Photographing children

With permission from students and parents, photographs may be taken at many of our events and be used to advertise our classes. No names of the members would be used, and permission is taken from parents when they sign up a child for a class, before photos are disclosed.

10 Managing behaviour, discipline and acceptable restraint

1 Teachers and adults supervising children at Atomic Dance events must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used — but for that purpose only.

2 Unacceptable behaviour at Atomic Dance events for unaccompanied children will generally be stopped by separating the children from each other and from the group. The miscreants will be suitably supervised and will be returned as soon as possible to the care of their parents.

3 Atomic Dance may apply a further disciplinary sanction; namely the banning of the child from one or more future events over the following 18 months. Any such sanction would be determined and applied by the following officer: Eleanor Rowe

4 A parent who is aggrieved by this ban may appeal to Atomic Dance who will hear the views of all relevant persons. The decision of Atomic Dance is then final. Any such appeals should be made to, and will be determined by the following officer: Eleanor Rowe

Designated safeguarding lead:

The designated safeguarding person (DSP) within our organisation is: Eleanor Rowe

As safeguarding lead they have completed additional training to fulfil this role:

Level 3 Safeguarding Children

The Designated Safeguarding Person will advise members of staff and visitors to Atomic Dance on best practice and expectations. They will be responsible for the monitoring and recording of any safeguarding concerns and for ensuring that all concerns are shared with the appropriate statutory authorities.

All staff and volunteers at Atomic Dance should be made aware of this policy and should be able to demonstrate their roles and responsibilities for safeguarding and promoting the welfare of children and young people, including how to raise concerns with both

children's social care and the police. Staff and volunteers shall be made aware of this through training when joining the company alongside yearly updated training.

Overview of responsibilities:

All staff and volunteers must report all concerns to the designated safeguarding lead at the nearest available opportunity.

It is the responsibility of all staff and volunteers at Atomic Dance to take steps to protect children, to keep them safe from hazards and to take appropriate action in the event of an accident.

It is the responsibility of all staff and volunteers to take reasonable steps to protect children and young people from harm and abuse while in contact with our organisation and our staff and to report any incident of or suspicion of abuse to the Designated Safeguarding Person or in their absence to the appropriate statutory authority:

01926 414144 - Warwickshire MASH Number

Lines are open from:

Monday to Thursday: 8.30am – 5.30pm

Friday: 8.30am – 5pm

All staff working at Atomic Dance who have contact with children and young people are required to hold a valid, clear DBS check.

Safeguarding and promoting the welfare of children and young people means:

Protecting children from maltreatment, preventing impairment of a child's health or development, ensuring that children are growing up with the provision of safe and effective care and taking action to ensure that children have the best life chances.

At Atomic Dance we will do this by:

- Identifying and responding to concerns about a child or young person
- Providing a safe and happy dance environment
- Supporting development through dance in a way that fosters a sense of belonging / sense of self/ sense of community/ sense of independence
- Supporting young people to communicate freely with us, supporting their communication methods, providing time and space to talk
- Fostering an environment of trust and building appropriate professional relationships

- Ensuring all teachers have appropriate training

Consent and information sharing:

Issues of consent are essential to effective safeguarding practice. Additional consent must be sought for any activity that is out of the usual parameters of our work. Basic consents for day to day activities will be sought through enrolment process and appropriate organisational guidance shall be provided to ensure those consenting have clear and transparent information on what they are consenting to.

Significant harm is no exception to this. Before making a referral to Children's Social Care parents or carers must be informed that you are doing so, including the reasons why and must be asked for consent to do this. It should be noted however that in cases where parents, carers or children do not agree to information being shared you are still able to refer to Children's Social Care without consent but it is important to explain clearly to social care why consent cannot be established and to make a record of this.

Instances where you may not wish to seek consent are where:

- Discussion with parents/ carers could place the child or other members of their family at increased risk
- The child is in immediate danger (e.g. requires medical attention)
- Having the discussion with parents may put you or another member of staff at risk.

It is often necessary to share information to provide support and prevent impairment or to protect a child from harm. Decisions to share will be appropriate, necessary and proportionate. You must record your decision and the reasons for it, whether or not you choose to share information. If you decide to share you should record what you shared and who you shared with.

All staff and volunteers should be able to recognise, and know how to act upon evidence that a child's health or development is being impaired or that the child is suffering or likely to suffer significant harm. All concern about harm must be recorded and shared with the Designated Safeguarding person.

No professional should assume that another will pass on information about the safety of a child. If a professional has concerns about a child's welfare and believe they are or are likely to suffer significant harm they have a responsibility to inform Children's social care.

Seeking medical attention:

If a child has a physical injury, and there are concerns of abuse, medical attention should be sought immediately. Any safeguarding concerns should be shared with ambulance or hospital staff and then must be reported to children's social care.

Nothing should be allowed to delay urgent medical treatment.

Referring a concern and your DSP:

Our Designated safeguarding person will act on behalf of Atomic Dance in referring concerns or allegations of harm to Children's social care or the police as appropriate. If the designated safeguarding lead is in any doubt information should be shared with children's social care for a second opinion. It is not the role of the DSP to investigate only to collate information, clarify details of the concern and facilitate information sharing. In the absence of the DSP the individual who has the concern is responsible for contacting children's social care and the information should be shared with the DSP retrospectively.

The contact number for children' social care is 01926 414144

Protection of children:

At Atomic Dance we will make every effort to protect children from harm when they are visiting our setting/ attending our classes. We will do this through:

- Appropriate recruitment and selection procedures
- Provision of safeguarding training for all staff and volunteers
- Ensuring all staff and volunteers hold clear current DBS checks
- We will take all reasonable steps to ensure health safety and welfare for all those who access our organisation -We will take all practicable steps to ensure that no one working with us or for us would put a child in a situation of unreasonable risk to their health and safety.
- We will not harm or abuse children within our care and will take all reasonable steps to ensure no one working with us or around us within the community could harm or abuse a child in our care.
- We will ensure good reporting to our DSP and onward to children's social care wherever we suspect harm and will foster an environment of good communication, transparency and trust.
- All involved with our organisation will follow our code of conduct

Allegations against staff members/ volunteers:

If any parent or member of staff has concerns about another member of staff or volunteer at Atomic Dance such as

- Believing they have behaved in a way that has harmed or may cause harm to a child
- Having possibly committed a criminal offence against or relating to a child
- Behaved toward a child in a way that indicates he/ she is unsuitable to work with children. (This could include both children within the work place, children within the community or their own children).

The allegation or concern should be reported to the manager with responsibility for dealing with allegations immediately. This is Eleanor Rowe

Neither the member of staff who has raised the concern/ allegation nor the member of staff who is alleged against should be allowed to question children or be part of any further investigation.

The designated manager for Atomic Dance will report the matter to the Local Authority designated Officer (LADO) - lado@warwickshire.gov.uk.

If an allegation or concern arises about a member of staff, outside of their work with children, and this may present a risk or harm to a child/ren for which that member of staff is responsible, the general principles outlined in this policy will still apply.

Appendix A:

Definitions of abuse:

Physical abuse: A form of abuse that may involve hitting shaking throwing poisoning burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of or deliberately causes illness in a child.

Emotional abuse: The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless, unloved inadequate, or valued in so far as they meet the needs of another person only, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as the over protection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying (or cyber bullying), causing children to frequently feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse: Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing rubbing, touching outside of clothing. They may also include noncontact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect: The persistent failure to meet a child's physical and/ or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing, and shelter (including exclusion from home and abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care givers); ensure access to appropriate medical care or treatment. It may also include an unresponsiveness to a child's basic emotional needs.

This is not a complete list, just examples. It is essential to remember it is not the role of staff or volunteers to determine whether abuse has taken place. It is simply to identify concerns and share them first with the DSP and then the Local Authority.

Appendix B:

Harm or the potential harm to a child may come to your attention in a number of ways:

- Information given to you by the child, his/ her friends a family member or close associate
- The child's behaviour may become different from the usual, be significantly different from the behaviour of their peers, be bizarre or unusual or may involve 'acting out' harmful situations through play.
- An injury may arouse suspicion if; it does not compare with the explanation given, different individuals give different explanations, the child appears anxious when discussing the injury, a child is pre mobile or has limited mobility and is bruised.
- Suspicion is raised as a picture of events is built up over time
- A child or young person is known to be having contact with an individual/s that have been identified as presenting a potential risk of harm to children.
- A parents behaviour before the birth of a child may indicate the likelihood of significant harm to an unborn child for example substance misuse.

Appendix C:

Managing a disclosure from a child:

- Listen carefully
- Do not ask leading or probing questions
- Never stop an individual who is talking freely
- Never promise to keep a secret
- Be reassuring they have done the right thing in disclosing
- Following the disclosure record the information and pass it on to your DPS.

Legal Framework

This policy has been drawn up in accordance with the following:

- o Children Act 1989
- o United Convention of the Rights of the Child 1991
- o Data Protection Act 1998
- o Human Rights Act 1998
- o Sexual Offences Act 2003
- o Children Act 2004
- o Safeguarding Vulnerable Groups Act 2006
- o Protection of Freedoms Act 2012
- o Children and Families Act 2014
- o Special educational needs and disability (SEND) code of practice - Guidance on the special educational needs and disability (SEND) system for children and young people aged 0 to 25, from 1 September 2014
- o Information sharing: advice for practitioners providing safeguarding services
- o Working together to safeguard children (2017)

This Policy is reviewed annually.

Last reviewed - 04/09/2021

By - Eleanor Rowe