**Children’s Safeguarding Policy**

 *for*

**Tuba Dance Theatre**



**Introduction**

Tuba Dance Theatre has adopted this safeguarding policy and expects every adult working or helping at the company to support it and comply with it. Consequently, this policy shall apply to all staff, managers, volunteers, students or anyone working on behalf of Tuba dance theatre.

**Purpose of the policy**

This policy intends to protect children who received any service from us. Under this policy, the term children shall mean any person under the age of eighteen years of age.

Tuba dance theatre believes that no child or young person should experience abuse or harm and is committed to the protection of all children and young people. This policy intends to provide guidance and overarching principles to those who represent us as staff or volunteers, to guide our approach to safeguarding and child protection.

**Duty of Care and the Risks to Children**

Tuba dance theatre abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

· We recognise 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 has 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, carers and other agencies is essential in promoting young people’s welfare.

**Purpose:**

Tuba dance theatre will:

· Protect children and young people who receive Tuba dance theatre’s services

· From harm. This includes the children of adults who use our services

Children can be vulnerable to different forms of abuse and harm. It is important to recognise that abuse and harm can cover a wide range of circumstances and behaviours. For example, children can be at risk of:

. Physical or emotional abuse

. Neglect

. Grooming and exploitation

. Bullying or cyberbullying

. Self-harm

This policy applies to anyone working on behalf of Tuba dance theatre including managers, staff, volunteers and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

**Safeguarding principles**

Safeguarding children from hard and abuse if an essential responsibility for Tuba dance theatre. We are committed to ensuring that any child who comes in to contact with our service is properly safeguarded. Every person under the policy must ensure that they play an active role ensuring that children are properly safeguarded.

Every person under this policy holds responsibility for:

. Remaining alert and aware of possible safeguarding risks to children

. Guarding children against harmful environments with appropriate action

. Taking positive steps to maintain safety and wellbeing of children

. Reporting concerns expeditiously and appropriately

. Not taking any inappropriate risks

. Attending annual safeguarding children training

**Training and Awareness**

Tuba dance theatre will ensure an appropriate level of safeguarding training is available to its staff, volunteers and any relevant persons linked to the organisation who requires it.

. For all employees who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

. Understand what safeguarding is and their role in safeguarding children.

. Recognise a child potentially in need of safeguarding and take action.

. Understand how to report a safeguarding concern.

. Understand dignity and respect when working with children.

. Have knowledge of the Safeguarding Children Policy.

**Confidentiality, Information Sharing and Record Keeping**

Tuba expects all employees, volunteers and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

 However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or contact the police if they are in immediate danger, or a crime has been committed.

 A written record must be kept about any concern regarding an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made. All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

**Photography**

On some occasions, we may need to take photographs and/or videos featuring children. We recognise that photography of children carries risks such as:

. The potential for images to be re-used, shared or adapted in damaging or inappropriate manner

. The general risk of sharing images and the impact this could have on a child’s public image as they grow older.

**In view of this, we will:**

. Always ask for the written permission from a child and their parent/guardian before taking/sharing any images of them.

. Always ensure that a child and their parent/guardian are properly informed how an image will be used and shared

**Whistleblowing**

It is important that people within Tuba dance theatre have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrong- doing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement by Tuba dance theatre to protect whistle-blowers.

 This policy is approved and robustly endorsed by Tuba dance theatre and is due for a review on an annual basis.

Signed - Phoebe Ryan-Faal (Designated Safeguarding Lead)

Date – 8th March 2023

 **Important Contacts**

Designated Safeguarding Lead
Name: Phoebe Ryan-Faal
Email address:
Telephone number:

Police
Emergency – 999
Non-emergency – 101

NSPCC Helpline
0808 800 5000