



## **WigLe Dance CIC Safeguarding and Child Protection Policy.**

WigLe Dance CIC and its dance artists is committed to ensuring safe environments for children and young people and believe 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 our paid staff, volunteers, students or anyone working on behalf of the organisation.

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 young people's welfare

The purpose of the policy:

- to provide protection for the children and young people who participate in our classes, shows productions or any other activities
- 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 agencies who need to know, and involving parents and children appropriately
- providing effective management for staff and volunteers through supervision, support and training

The company will review this policy each year in November in line with Safe Network guidance or sooner in light of any changes in legislation or guidance. All changes will be communicated to our members with immediate effect.

All WigLe Dance staff including teachers and teaching assistants are DBS checked and fully insured. Teachers are also First Aid trained and regularly attend Child Protection and Safeguarding Training. We have a named safeguarding contact who is the first point of call for child protection and safeguarding concerns.

## **Code of Conduct.**

WigLe Dance CIC will ensure that our behaviour code for Dance Artists working with children and young adults is followed at all times.

The code is designed to minimise situations where abuse may occur by ensuring that:

- Dance Artists avoid situations where they are alone and unobserved with individual children/vulnerable adults
- All activity, as far as possible, is publicly observed or conducted in a group setting
- Inappropriate touching of any form is never permitted
- The use of inappropriate language is never permitted
- Appropriate action will be taken in with regard to all complaints, concerns and suspicions that WigLe Dance CIC are made aware of

### *Action to be taken:*

The Dance Artists & staff of WigLe Dance CIC recognise that we have a duty to act on reports or suspicions of abuse. It also acknowledges that taking action in cases of abuse is never easy. However, we believe that the safety of the child or vulnerable adult should override any doubts or hesitations. When worrying changes are observed in a child's or vulnerable adult's behaviour, physical condition or appearance, staff must follow these stages.

1. When a Dance Artist or member of staff is alerted to an incident of possible abuse, they will:
  - Take it seriously
  - Record the facts as soon as possible
  - Date and sign the record
  - Respect confidentiality and file documents correctly
  - Notify the school's safeguarding officer with regards to the child
  - Where appropriate discuss concerns with a worker from an appropriate external agency (EG: NSPCC, Social Services or NHS Child Protection Officer)

WigLe Dance CIC will review this document on an annual basis and will make amendments when necessary.

**Last amended on: 21/10/2020**

**Named WigLe Dance CIC Contact for Safeguarding concerns, issues or queries:**

**Amy Burdon**

[amyb@wigledance.co.uk](mailto:amyb@wigledance.co.uk)

**01942644995**