

SAFEGUARDING POLICY

1. Introduction

- I. MINI PROFESSIONALS DANCE ACADEMY provides extra-curricular dance classes to children aged 0-18 years both in and out of school settings. The company provides performance opportunities at both internal and external events as well as workshops and dance camps. The company provides dance and fitness classes to adults of all ages.

- II. The Company address is:

12 Banbury Road

Kidlington

Oxfordshire

OX5 2BT

Company Number: 09980761

- III. Mini Professionals Dance Academy expects every working or helping adult to support and comply with this policy. This policy applies to all staff, managers, volunteers, students or anyone working on behalf of the Company

2. Statement

- I. This Policy is intended to protect children and young people who are under the care of Mini Professionals Dance Academy or who received any service from the Company

- II. Mini Professionals Dance Academy believes that no child or young person should experience abuse or harm and are committed to the protection of children and young people. This policy provides guidance and principles to MPDA staff and volunteers that aim to enable universal understanding to the Company's approach to child protection and safeguarding.

3. The Risks to Children and Young People

- I. The majority of children grow up in a safe environment and it is important that staff do not exaggerate or overestimate the dangers. However, the situations in which children will need protections are, but not limited to:
 - Sexual abuse
 - Grooming
 - Physical and emotional abuse or neglect
 - Domestic violence
 - Neglect
 - Inappropriate supervision by staff and volunteers
 - Bullying, cyber-bullying, acts of violence and aggression within our classes or on our premises
 - Victimisation
 - Self-harm
 - Unsafe environments and activities
 - Crime
 - Exploitation

4. Universality of Protection

Mini Professionals Dance Academy recognises that the welfare of its students is paramount. All students, regardless of race, gender, religious belief, disability, age, sexual orientation or identity have the right to equal protection from harm. The Company also recognises that some children are more vulnerable than others as a result of their circumstances, prior experiences, communication needs or level of dependency.

5. Safeguarding Children at Events/Activities

- I. There are three kinds of events/activities:
 - (A). those open to adults and children of all ages
 - (B), those for children accompanied by a 'parent
 - (C). those for unaccompanied children, which are sometimes run alongside other events/activities.

- II. At events and activities open to all ages, children under 16 must be accompanied throughout 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.

- III. 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.

- IV. 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 parent's mobile telephone numbers. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents¹

6. Disclosure and Barring

- I. All MPDA teachers undergo DBS checks under the Safeguarding Vulnerable Groups Act 2006 and all have a valid DBS certificate and are responsible for ensuring their certificate remains in date.
- II. The Company will take any allegation of impropriety of any staff member very seriously. Should a member of staff discover anything amiss they should contact BETHANY GORTON immediately.
- III. All allegations will be appropriately reviewed in accordance to the Staff Behaviour Policy and action taken where needed.

7. Procedures for Safeguarding Children and Young People

- I. The Company's Safeguarding Lead is BETHANY GORTON to whom all safeguarding issues should be reported to²
- II. All staff must undergo the Company recommended basic safeguarding training annually and apply the training to their practice
- III. All staff and volunteers must follow these procedures in order to protect any at risk child or young person under the care of Mini Professionals Dance Academy

¹ See Uncollected Child Policy for further details on collection

² bethany@mpdance.co.uk 07543167106

8. 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 during class or at a Company event, those involved will be separated immediately and the parents of the children involved will be asked to deal with the matter. MPDA Management³ will review all incidents of child-on-child bullying and assess the likely future risk to children. If appropriate, they will consider banning a child from future events, but only in full accordance with the rules and procedures of the Company. Allegations of adults bullying children will be dealt with in accordance with this Policy.

9. Photographing Children

People must expect to have their photograph taken at many of our events and we reserve the right to publish suitable photographs of those attending, along with the names of members involved. All parents are given a consent form to complete prior to enrolling to the school or signing up to an event which details photography of students and how photos are used. Should there be a reason a child cannot be photographed parents are asked to let the Company know in writing.

10. Managing Behaviour, Discipline and Acceptable Restraint

- I. Staff supervising children during class or at Company 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.
- II. Unacceptable behaviour during class or at Company events for unaccompanied children will generally be stopped by separating the children from each other and from the group. All parties will be suitably supervised and will be returned as soon as possible to the care of their parents.

³ Bethany Gorton, Emily Thresher

- III. The Company may apply a further disciplinary sanction, namely the banning of the child from one or more future event or class.
- IV. All disciplinary action is determined and applied by BETHANY GORTON
- V. A parent who is aggrieved by this ban may appeal to the Company who will hear the views of all relevant persons. The decision of the Company is then final. Any such appeals should be made to, and will be determined by BETHANY GORTON

11. Other Policies

This Policy should be read together with the following policies:

- Staff Behaviour Policy
- Health and Safety Policy
- Uncollected Child Policy

12. Legal Framework

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

- Children Act 1989
- United Nations Convention on the Rights of the Child
- General Data Protection Regulation
- Data Protection Act 2018
- Human Rights Act 1998
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006 Protection of Freedoms Act 2012
- Children and Families Act 2014 Children and Social Work 2017

- What to do if you're worried a child is being abused: advice for practitioners (Department of Education, 2015)
- Working together to safeguard children (Department for Education, 2018)

This Policy is due for review every YEAR.

Signed: 

BETHANY GORTON (PRINCIPAL AND SAFE GUARDING LEAD)

Date: 01/06/2022