

Safeguarding Policy

This policy applies to all NEW Dance staff including the Board of Trustees, paid staff, volunteers, agency staff and anyone working on behalf of NEW Dance.

The purpose of this policy is:

- To protect children, young people and vulnerable adults who receive the services and contact with NEW Dance. This includes the children of adults who use our services
- To provide staff and volunteers with the overarching principles that guides our approach to Safeguarding.

NEW Dance believes that a child, young person or vulnerable adult should never experience abuse of any kind.

We have the responsibility to promote the welfare of all children, young people and vulnerable adults and to keep them safe.

We are committed to practice in a way that protects them.

Legal Framework

Our Safeguarding policy has been drawn up on the basis of law and guidance that seeks to protect children, young people and vulnerable adults, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Care Act 2014
- Mental Capacity Act 2005
- Government Statement of Policy on Adult Safeguarding
- Guidance and advice supplied by Government on Safeguarding Children, Young People and Vulnerable Adults including Making safeguarding personal - a toolkit for responses (Local Government Association, 2015), Information Sharing Guidance (Department of Health)

NEW Dance recognises that:

- The welfare of children, young people and vulnerable adults is paramount, as covered in the Children Act 1989 and The Care Act 2014
- All children, young people and vulnerable adults, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- Some children, young people or vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

- NEW Dance commit to working in partnership with children, young people, vulnerable adults, their parents, carers and other agencies to promote children, young people and vulnerable adults welfare.

NEW Dance will seek to keep children, young people and vulnerable adults safe by:

- Recruiting staff and volunteers carefully, ensuring all necessary checks are made.
- Providing regular and up-to-date support, supervision and training for staff and volunteers.
- Adopting child and vulnerable adult protection procedures and a code of conduct for all staff and volunteers.
- Developing and implementing an e-safety policy and related procedures.
- Developing and implementing a policy about appropriate touch and physical contact to ensure a comfortable and safe working environment for all present.
- Ensuring all practitioners have a record of the responsible adult collecting children/young people/vulnerable adults at the end of a session, including the use of a password if necessary.
- Ensuring a chaperone is present at performances where applicable.
- Ensuring a performance licence is in place where applicable.
- Requesting media consent from parents/school staff as appropriate.
- Valuing, listening to and respecting participants, and monitoring changes in behaviour etc.
- Recognising, responding to, recording and reporting any concerns to the NEW Dance safeguarding lead or another appropriate point of contact (see Safeguarding Procedure Flowchart).

NEW Dance will seek to keep staff and volunteers safe by:

- Implementing the Lone Worker Policy.
- Providing multiple communication platforms (company landline and mobile telephone numbers, closed social media groups for staff, email etc).
- Providing personal alarms to practitioners.
- Developing and implementing a policy about appropriate touch and physical contact to ensure a comfortable and safe working environment for all present.
- Identifying safeguarding and fire safety leads within schools, and ensuring practitioners are aware of how to contact them.

NEW Dance is committed to reviewing policy and good practice annually.

Print Name:

Signature:

Date:

*Mae fersiwn Cymraeg o'r polisi hwn gael ar gais
A Welsh version of this policy is available on request*