

Safeguarding and Child Protection Policy

This policy applies to all staff, including paid staff, volunteers, seasonal workers, agency staff, students or anyone who is authorised to work on behalf of Allstar Dance Company regardless of age.

The purpose of this policy is:

- To protect children and young people who attend any part of Allstar Dance Company. This may also be appropriate in cases where adults attend any part of Allstar Dance Company.
- To provide staff and volunteers with the overarching principles that guide the approach of Allstar Dance Company to safeguarding individuals and child protection.

Allstar Dance Company is an activity provider, not a care provider, and is therefore not obliged to follow Safeguarding or any other 'care' practices. As an activity provider however, we believe strongly that any child, young person or adult should never experience abuse of any kind. We promote the welfare of all children, young people and adults and strive to ensure these individuals/groups are kept safe at all times but more specifically when attending any part of Allstar Dance Company.

We recognise that:

- The welfare of any individual is paramount
- All children, young people and 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 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 absolutely essential in promoting young people's welfare - which may also extend to situations involving adults

We will strive to keep children, young people and adults safe by:

- Valuing them, listening to and respecting them without judgement
- Appointing a Designated Safeguarding Officer (DSO) for children, young people and adults
- Safeguarding and protecting children, young people and adults by following the ADC Staff 'Code of Conduct'
- Providing support and guidance whenever it is required for staff, volunteers, children, young people or adults via the DSO
- Making this policy readily viewable always via our welcome packs/handbook.
- Using our Safeguarding & Child Protection and Code of Conduct policies professionally to share concerns and relevant information with any appropriate person and/or agencies who may need to know
- Using our Safeguarding & Child Protection and Code of Conduct policies and if required, our Terms & Condition's policy, to manage any allegations against staff and volunteers

- Creating and maintaining an anti-bullying environment as per our Code of Conduct and ensuring that we have a reporting procedure in place to help deal with any bullying incidences appropriately, professionally and efficiently
- Ensuring that, within reason, any service from ADC is carried out in an appropriately pre-checked location.
- Ensuring that our policies and procedures are reasonably kept up to date where and when possible/appropriate.