



Summer Rose Performing Arts Child Protection Policy

Summer Rose Performing Arts is fully committed to safeguarding the welfare of all children and young people. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. Summer Rose Performing Arts acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. Paid staff and volunteers will endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

Summer Rose Performing Arts Organisation recognises its duty of care under the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Children Act 1989 and the Criminal Justice and Court Services Act 2000 (in Scotland Protection of Children (Scotland) Act 2003). Working Together to Safeguard Children 2013

The organisation believes that:

- The welfare of the child is paramount;
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse;
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately;
- All members and employees of the organisation should be clear on how to respond appropriately

The organisation will ensure that:

- all children will be treated equally and with respect and dignity;
- the welfare of each child will always be put first;
- a balanced relationship based on mutual trust will be built which empowers the children to share in the decision-making process;
- enthusiastic and constructive feedback will be given rather than negative criticism;
- bullying will not be accepted or condoned;
- all adult members of the organisation provide a positive role model for dealing with other people;
- action will be taken to stop any inappropriate verbal or physical behaviour;
- it will keep up-to-date with health & safety legislation;
- it will keep informed of changes in legislation and policies for the protection of children;
- it will undertake relevant development and training;
- it will hold a register of every child involved with the organisation and will retain a contact name and number close at hand in case of emergencies.

Summer Rose Performing Arts has child protection procedures which accompany this policy. This policy should also be read in conjunction with the organisation's Equal Opportunities Policy and Health & Safety Policy.

The organisation has a dedicated Child Protection/Welfare Officer, who is in charge of ensuring that the child protection policy and procedures are adhered to. That person's name is Summer Dyason and she can be contacted on 07920 101282

In implementing this child protection policy Summer Rose Performing Arts will:

- Communicate to all workers/members their legal and moral responsibility to protect children and young people from harm, abuse and exploitation
- Communicate to all workers/members/volunteers their responsibility to work to the standards that are detailed in the Surrey Safeguarding Children Board and the need to work at all times towards maintaining high standards of practice in protection of children
- Ensure that all workers/members understand their duty to report concerns that arise about a child or young person, or a worker's conduct towards a child/young person, to the organisation's named person for child protection
- Ensure that the organisations named person for child protection understands his/her responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. Police and/or Children's Social Care)
- Ensure that any procedures relating to the conduct of workers/members are implemented in a consistent and equitable manner
- Facilitate opportunities for children and young people to express their ideas and views on a wide range of issues in connection with the service they are provided with and to have access to the organisation's Complaints Procedure.
- Facilitate involvement of parents or carers in the work of the organisation and to make child protection policies and procedures available to them.

This policy will be regularly monitored by the Executive Committee of the organisation and will be subject to annual review.

Date: 8th July 2017

Children and Vulnerable Persons Protection Policy

1. Summer Rose Performing Arts are aware that children under 18 and vulnerable persons of any age can be involved in their activities and that they have a responsibility, within the limits of their control and jurisdiction, to protect and safeguard the welfare of every such child and vulnerable person.

2. It is the policy of Summer Rose Performing Arts that all children and vulnerable persons have the right to protection from abuse. All trustees, employees and members who are in contact with such children and vulnerable persons are expected to be familiar with and to apply the procedures on:

- Employment including temporary/sub-contracted staff, and examiners
- Data protection, especially in regard to children
- Photography and video recording

The Council will ensure that the following procedures are in place so that any allegation(s) or complaints of abuse are taken seriously and investigated.

3. Any complaint or incident to be reported under this policy should be reported in the first instance to the person in charge of the Class/ event or activity indicating that an abuse of a child or vulnerable person's welfare may have taken place.

4. On receipt of a complaint the Principle of Summer Rose Performing Arts investigate the complaint. All parties to the complaint will have the right to be heard, including the parents or legal guardian(s) of the child or vulnerable person concerned.

5. The Principle will be informed of the complaint and have the power to suspend the individual(s) against whom the complaint has been made from employment or membership until the investigation is complete and a decision on the action to be taken has been made.

6. Summer Rose Performing Arts has a person who is appointed as a Child Protection officer to advise on procedures to ensure Summer Rose Performing Arts employees are aware of their responsibilities, and is responsible for liaising with its Umbrella Body on DBS Disclosures.

In co-operation with the Principle the Child Protection Officer will keep and update a list of Summer Rose Performing Arts employees and will likewise keep a list of any other person who, from time to time, may have access to records about children, or who may be helping with activities which may bring them into a supervisory contact with children using their, whether paid or voluntary.

7. All persons noted in the List will be asked to undergo a disclosure check by the Disclosure Barring Service (DBS) to ascertain their suitability to supervise, protect and safeguard the welfare of children.

8. A copy of this policy document and guidelines on good practice will be given to all persons noted in the List. The Principle will ensure that the policy and its implementation will be kept under review. The final status of the DBS check will be reported direct to the Principle and be held securely in confidence.

Child Protection – Good Practice Guidelines

The following are common sense examples of how to create a positive culture and climate:
Good practice

- Always work in an open environment (e.g. avoid private unobserved situations and encourage open communication with no secrets).
- Treat all children equally and with respect and dignity.
- Always put the welfare of each child first. Practices to be avoided
- Avoid spending time alone with children away from others save in essential one to one situations when extreme care should be exercised. Practices never to be sanctioned
- Allowing or engaging in horseplay, physical or sexually provocative games.
- Allowing or engaging in any form of inappropriate touching.
- Making sexually suggestive comments to a child or young person, even in fun.
- Reducing a child to tears as a form of control.
- Failing to act on and record any allegations made by a child. Incidents that must be reported/recorded

If any of the following occur during class or a show, it should immediately be reported to the designated Child Protection Officer:

- If you accidentally hurt a child.
- If a child appears to be sexually aroused by your actions.
- If a child misunderstands or misinterprets something you have done.
- If a child is unusually distressed and you have any suspicions of or concerns about potential abuse.