**Safeguarding Policy**

**Updated:** August 2022 **Reviewed by:** Mrs S Ellis

Sammy’s School of Dance abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

* We recognise the welfare of children is paramount in all the work we do and in all the decisions we take
* All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to 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 essential in promoting young people’s welfare.

**Purpose:**

Sammy’s School of Dance will:

* Protect children and young people who receive services
* from harm. This includes the children of adults who use our services
* Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Sammy’s School of Dance, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

**Staff:**

Mrs Samantha Ellis *(Admin Manager and Safeguarding Lead)*

Miss Samantha Pickard *(School Principal)*

Miss Olivia Loader *(Teacher)*

Miss Milly Forder *(Volunteer Teaching Assistant)*

**Definitions**:

**The Childrens Act 1989 definition of a child is:** anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital

**Safeguarding children:** Safeguarding children is defined in [Working Together to Safeguard Children 2018](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2) as:

* protecting children from maltreatment.
* preventing impairment of children’s health or development.
* ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
* taking action to enable all children to have the best outcomes.

**Legal Framework**:

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from [nspcc.org.uk/learning](https://learning.nspcc.org.uk/).

Sammy’s School of Dance should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.

**Training and Awareness:**

Sammy’s School of Dance will ensure an appropriate level of safeguarding training is available to its Trustees, Employees, Volunteers, and any relevant persons linked to the organisation who requires it (e.g., contractors).

For all employees who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

* Understand what safeguarding is and their role in safeguarding children.
* Recognize a child potentially in need of safeguarding and take action.
* Understand how to report a safeguarding Alert.
* Understand dignity and respect when working with children.
* Have knowledge of the Safeguarding Children Policy.

**Confidentiality and Information Sharing:**

Sammy’s School of Dance expects all employees, volunteers, and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed**.

**Safe Recruitment & Selection:**

Sammy’s School of Dance is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them.

**Social Media:**

All employees and volunteers should be aware of Sammy’s School of dance social media policy and procedures and the code of conduct for behaviour towards the children we support.

 **Use of Mobile Phones and other Digital Technology:**

All employees, trustees and volunteers should be aware of Sammy’s School of Dance policy and procedures regarding the use of mobile phones and any digital technology and understand that it is unlawful to photograph children and young people without the explicit consent of the person with parental responsibilities

**Important Contacts:**

**Senior Lead for Safeguarding**Name: Samantha Ellis
Email address: ssd.dance2012@gmail.com / samanthawoolner29@hotmail.com
Telephone number: 07931082305

**Deputy for Safeguarding**Name: Samantha Pickard
Email address: ssd.dance2012@gmail.com / s.pickard87@gmail.com
Telephone number: 07909444871

**Southampton City Council Social Care Team)**023 8083 3336 (24-hour Monday-Sunday)

**Hampshire Police**
Emergency – 999
non-emergency – 101

**NSPCC Helpline**
0808 800 5000