

## **Child protection Policy – Shine Drama Workshops**

### Introduction

The founder and principal of Shine Drama Workshops has written this policy to ensure the safeguarding of children within its care. This policy promotes the child welfare guidelines of the NSPCC. The term 'child' refers to anyone under the age of 18 who is undertaking a session or sessions with Shine Drama Workshops. The term 'staff' refers to any adult working with Shine Drama Workshops whether as a volunteer, employed, freelance or administrative.

### Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, 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
- Relevant government guidance on safeguarding children

### Statement

The Principal, Mrs Joanne Wright, is committed to creating a positive and safe environment for children to use the medium of Drama to enhance skills and develop knowledge and understanding. The Principal and staff recognise the great responsibility that comes from working with children and the trust that parents/guardians and teachers have in the company.

This policy consists of three main documents:

- A. The overarching safeguarding policy (statement of principles)
- B. Detailed child protection procedures
- C. Child protection summary sheet.

Shine Drama Workshops recognises that the welfare of the child is paramount: the needs and wishes of each child will be put first. We take seriously our duty to safeguard and promote the welfare of the children and young people in our care. Safeguarding children is everyone's responsibility. 'Working Together to Safeguard Children' 2015, HM Government statutory guidance, defines safeguarding as:

- protecting children from maltreatment;

- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best life chances.

All children have the right to be safeguarded from harm or exploitation whatever their

- age
- health or disability
- gender or sexual orientation
- race, religion, belief or first language
- political or immigration status

Staff and regular volunteers at Shine Drama Workshops understand the importance of taking appropriate action and working in partnership with children, their parents/carers, teachers and other agencies in order to safeguard children and promote their welfare.

The purpose of this policy is to:

- afford protection for all pupils
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes this company a safe place to learn and in which children feel safe

This policy applies to all staff. We will endeavour to safeguard children and young people by:

- always acting in their best interests
- valuing them, listening to and respecting them
- involving them in decisions which affect them
- never tolerating bullying, homophobic behaviour, racism, sexism or any other forms of discrimination, including through use of technology
- ensuring the curriculum affords a range of opportunities to learn about keeping themselves safe, particularly when using technology

## Our Policy

- A child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe.
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- All suspicions and allegations of abuse will be taken seriously and responded to promptly
- All 'staff' working with our children have a responsibility to report any concerns to the Principal, Joanne Wright
- If a parent, guardian, teacher or child has a concern regarding abuse, they are to report these to Joanne Wright. We will seek to keep children and young people safe by:
  - Valuing them, listening to and respecting them
- Adopting child protection practices through procedures and a code of conduct for staff and volunteers
- Developing and implementing an effective e-safety policy and related procedures
- Recruiting staff and volunteers safely, ensuring all necessary checks are made
- Sharing information about child protection and good practice with children, parents, staff and volunteers
- Sharing concerns with agencies who need to know, and involving parents and children appropriately. We are committed to reviewing our policy and good practice annually.
- providing effective management for staff through induction, support and regular update training appropriate to role
- adopting a code of conduct for all staff and volunteers which includes acceptable use of technologies, staff/pupil relationships and communications including the use of social media
- ensuring our online safety process includes appropriate filters and monitoring systems
- ensuring staff and volunteers understand about 'whistle blowing' and how to escalate concerns about pupils or staff if they think the right action has not been taken to safeguard children