



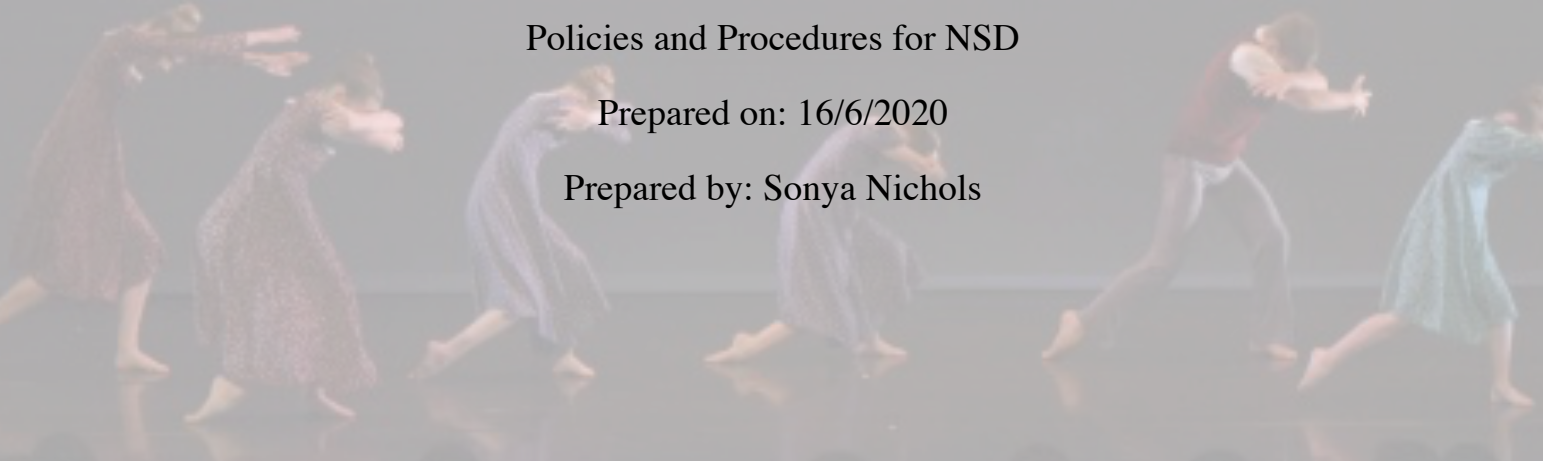
Nichols School of Dance

Child Protection/Health & Safety Policy

Policies and Procedures for NSD

Prepared on: 16/6/2020

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Introduction

Nichols School of Dance (NSD) offers the children the opportunity to dance alongside their peers and work with dance teachers and choreographers. NSD is committed to the welfare and protection of children and/or young people within all the activities we undertake.

The purpose of the procedures is to ensure that all concerns about the care and protection of children/young people are effectively managed and that the workers/members (both paid and volunteers) are required to implement the procedures and not solely those who work with children and young people under the age of 18 years.

These procedures have been designed to ensure that the welfare and protection of any child and/or young person who accesses the services provided by NSD. The procedures recognises that child protection can be a very difficult subject to deal with to the extent that it is sometimes easier to close your eyes to what is happening or believe that it is somebody else's problem to deal with.

NSD is committed to the belief that protecting children and young people is everybody's responsibility and therefore the aim here is to provide guidelines that will enable all workers/members and volunteers to act appropriately to any concerns that arise in respect of a child/young person.

Equal Opportunities - Our Commitment

Nichols School of Dance is committed to the idea of equal opportunities for all. Our policy is to make sure that no customer, or person involved or associated with NSD receives less favorable treatment on the grounds of:

- ☒ Religious belief or political opinion
- ☒ Race (including colour, nationality, ethnic or national origins)
- ☒ Disability
- ☒ Sexual orientation
- ☒ Age

NSD is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. Responsibility for making sure that NSD fulfills its obligations under this Policy rests with Sonya Nichols – Principal.

All individuals within this organisation are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with NSD are encouraged to hold the same responsibility and commitment. We will make sure that all our staff are aware of our Equal Opportunities Policy, and where applicable will make them aware of their responsibilities.

All employees, volunteers and others who work for us will be treated fairly and will

not be discriminated against on any of the grounds named above. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

It is important that anyone concerned should feel able to raise concerns without fear and in the knowledge, that their complaint will be taken seriously. All complaints will receive prompt attention and will be properly investigated. We will seek to resolve them as quickly as possible.

Definition of a Child: *A child is defined as anyone up to the age of 18 years. The regulations relating to children taking part in performances and modeling apply up to the statutory school leaving age. Children do not reach the statutory school leaving age until the end of June in the academic year in which they become 16. Organisations have a duty of care towards young people between the statutory school leaving age and 18. They may not be required to be supervised by chaperones but they are still need to be protected according to Child Protection policies and procedures.*

Section 1 – Nichols School of Dance Commitment

NSD 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. NSD acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. Paid staff and volunteers will endeavor 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.

NSD 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

NSD 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 NSD should be clear on how to respond appropriately;

NSD 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;

In implementing this child protection policy NSD 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/members their responsibility to work to the standards that are detailed in the Surrey Safeguarding Children Board and the need to work always 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 NSD's named person for child protection
- Ensure that NSD's 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 about the service they are provided with and to have access to Surrey Youth Ballet Complaints Procedure.

- Facilitate involvement of parents or carer's in the work of Surrey Youth ballet and to make child protection policies and procedures available to them. This policy will be regularly monitored by NSD staff and will be subject to annual review. Date: 16/6/2021

Section 2 - Recognising the Signs and Symptoms of Abuse

Definitions of abuse

- **Physical Abuse:** Physical abuse may involve hitting, shaking, throwing, poisoning, and burning, scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child. **Emotional Abuse:** Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the Child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or "making fun" of what they say or how they communicate. It may include interactions that are beyond the child's developmental capability, as well as over protection and limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying (including cyber bullying) causing children to frequently feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone. **Sexual Abuse:** Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may include non-contact activities such as involving children in looking at, or in the production of, sexual images or watching sexual activities or encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect: Neglect is the persistent failure to meet a child's basic physical and psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or a carer failing to provide adequate food, shelter and clothing, (including exclusion from home or abandonment) failing to protect a child from physical harm or danger, failing to ensure adequate supervision (including the use of inadequate care-givers) or the failure to ensure access to the appropriate medical care or treatment. It may also include neglect of, or unresponsive to, a child's basic emotional needs.

Bullying: Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long

period of time and can hurt a child both physically and emotionally.

Bullying that happens online, using social networks and mobile phones, is often called cyber bullying. A child can feel like there's no escape because it can happen wherever they are, at any time of day or night.

Child Sexual Exploitation: Child sexual exploitation (CSE) is a type of sexual abuse in which children are sexually exploited for money, drugs, alcohol, accommodation or gifts as a result of them performing, and/or others performing on them, sexual activities. Child sexual exploitation can also occur through the use of technology without the child's immediate recognition; for example, being persuaded to post sexual images on the internet or mobile phones without immediate payment or gain. Children or young people may be tricked into believing they're in a loving, consensual relationship. Child sexual exploitation is a hidden crime. Young people often trust their abuser and don't understand that they're being abused. They may depend on their abuser or be too scared to tell anyone what's happening. Children who work in entertainment may be sexually exploited in return for offers of TV, film or modeling/ photographic work and roles in professional stage productions.

Section 3 - Responsibilities of NSD

The responsibilities of the Nichols School of Dance at the outset of any production involving children

- undertake a risk assessment and monitor risk throughout the production process;
- identify at the outset the person with designated responsibility for child protection;
- engage in effective recruitment of chaperones and other individuals with responsibility for children, including appropriate vetting (if necessary in consultation with the local authority);
- ensure that children are supervised at all times;
- know how to get in touch with the local authority social care services, in case it needs to report a concern.

Section 4 - Named Person(s) for Child Protection

NSD has an appointed individual who is responsible for dealing with any child protection concerns. In their absence, a deputy will always be available for workers/members to consult with.

The named persons for Child Protection within NSD are:

Named Person for Child Protection: Sonya Nichols

Work telephone number: 07557238044

Mobile number: 07557238044

Emergency contact no: 07557238044

Deputy Name of contact person: Montana Springer
Mobile number: 07932 873574
Emergency contact no: 07932 873574

The role and responsibilities of the named person(s) are:

To ensure that all staff are aware of what they should do and who they should go to if they are concerned that a child/young person may be subject to abuse or neglect. Ensure that any concerns about a child/young person are acted on, clearly recorded, referred on where necessary and, followed up to ensure the issues are addressed. The Named Person(s) will record any reported incidents in relation to a child/young person. These will be kept in a secure place

Section 5 – Guidelines to follow if you are worried about a child

If you have concerns about a child or young person.

- If you see or suspect abuse of a child while in the care of the Surrey Youth Ballet, please make this known to the person with responsibility for child protection.
- If you suspect that the person with responsibility for child protection is the source of the problem, you should make your concerns known to the local authority designated officer (LADO)
- Please make a note for your own records of what you witnessed as well as your response, in case there is follow-up in which you are involved.
- If a serious allegation is made against any member of Surrey Youth Ballet, chaperone, venue staff etc., action will be taken to ensure the individual does not have further contact with the child until the investigation is concluded. The individual will be excluded from the theatre, rehearsal rooms, filming location, TV Studio, etc. and will not have any unsupervised contact with any other children in the production.

Disclosure of abuse If a child confides in you that abuse has taken place:

- Remain calm and in control but do not delay taking action.
- Listen carefully to what has been said. Allow the child to tell you at their own pace and ask questions only for clarification. Don't ask questions that suggest a particular answer.
- Don't promise to keep it a secret. Use the first opportunity you have to share the information with the person with responsibility for child protection. Make it clear to the child that you will need to share this information with others. Make it clear that you will only tell the people who need to know and who should be able to help.
- Reassure the child that 'they did the right thing' in telling someone. Tell the child what you are going to do next.
- Speak immediately to the person with responsibility for child protection. It is

that person's responsibility to liaise with the relevant authorities, usually Children's Social care or the Police.

- Never investigate or take sole responsibility for a situation where a child makes a disclosure
- As soon as possible after the disclosing conversation, make a note of what was said, using the child's own words. Note the date, time, any names that were involved or mentioned, and who you gave the information to. Make sure you sign and date your record.

Who to tell and what to tell them

- If you have concerns about the wellbeing of a child in your care you have a duty to report it to the organisations welfare officer who will contact the child employment manager. If you are unable to contact them, you should contact Surrey County Council Children's Services.
- The telephone number is shown on the 'useful contacts' is at the end of this document.
- Where you make such a referral, please advise the child employment office at the earliest opportunity. We can offer you the appropriate support and advice where required. Response to your referral Child protection investigation

Recording of information

- In all situations, including those in which the cause of concern arises from a disclosure made in confidence, the details of an allegation or reported incident will be recorded, regardless of whether or not the concerns have been shared with a statutory child protection agency.
- An accurate note shall be made of the date and time of the incident or disclosure, the parties involved, what was said or done and by whom, any action taken to investigate the matter, any further action taken e.g. suspension of an individual, where relevant the reasons why the matter was not referred to a statutory agency, and the name of the persons reporting and to whom it was reported.
- The record will be stored securely and shared only with those who need to know about the incident or allegations.

Section 6 – Staying Safe

Photographs and images of children

- *There are risks posed directly and indirectly to children and young people through the use of photographs on web sites and in other publications such as theatre programs. Photographs can be used as a means of identifying children when they are accompanied with personal information, for example, "this is X who goes to such-and-such a school and who likes playing football". This information can make a child vulnerable to an individual who may wish to start to 'groom' that child for abuse. Secondly the content of the photo can be used or adapted for inappropriate use. There is evidence of this adapted material finding its way on to child pornography sites.*

Parental permission to use an image of a young person is sought in advance by Surrey Youth Ballet and this is for the performance programme, professional recording of the performance and for the website.

No parents or other members of the audience are permitted to photograph or video an event. A professional filming company will record the performance; which parents may purchase after the event.

When children are **all dressed** in costumes prior to the performance the chaperones will allow a 'safe zone' time to take photographs of their peers. When the 'safe zone' has passed, the chaperones ensure the children put their telephones and cameras away. The use of cameras or mobile phones with camera or filming capability in dressing rooms when people are changing is expressly forbidden.

E-Safety

- Most of our children will use mobile phones and computers. They are a source of fun, entertainment, communication and education. Encouragement is given to leave electronic devices at home. Parents are encouraged to share responsibility for the care of children. If children are having times of rest during rehearsals, they may play games on their devices and this will be closely monitored by chaperones.
Surrey Youth Ballet will not communicate with children via their phone, but with their parents.
- Cyber-bullying by children, via texts and emails, will be treated as seriously as any other type of bullying.

Section 7 - Parent's Responsibilities

All parents will be given a copy the NSD Child Protection Policy and procedures.

All parents have the responsibility to collect (or arrange collection of) their children after classes, rehearsals or performances. NSD has a responsibility to ensure suitable arrangements are in place to take children home. Unsupervised Contact

- NSD will attempt to ensure that no adult has unsupervised contact with children.
- If possible there will always be two adults in the room when working with children.
- If unsupervised contact is unavoidable, steps will be taken to minimise risk. For example, work will be carried out in a public area or in a designated room with a door open.
- If it is predicted that an individual is likely to require unsupervised contact with children, he or she may be required to obtain a criminal record disclosure from the Disclosure and Barring Service
- All children will be chaperoned at all times

Physical Contact

- All adults will maintain a safe and appropriate distance from children.
- Adults will only touch children when it is absolutely necessary in relation to the particular activity.
- Adults will seek the consent of the child prior to any physical contact and the purpose of the contact shall be made clear. Managing sensitive information
- NSD has a policy and procedures for the taking, using and storage of photographs or images of children.
- Permission will be sought from the parents for use of photographic material featuring children for promotional or other purposes.
- NSD web-based materials and activities will be carefully monitored for inappropriate use.
- NSD will ensure confidentiality in order to protect the rights of its members, including the safe handling, storage and disposal of any sensitive information.
- If a complaint is made against a member of NSD, he or she will be made aware of his rights under the NSD disciplinary procedures.

- No matter how you may feel about the accusation, both the alleged abuser and the child who is thought to have been abused have the right to confidentiality under the Data Protection Act 1998. Remember also that any possible criminal investigation could be compromised through inappropriate information being released.
- To avoid accidents, chaperones and children will be advised of "house rules" regarding health and safety and will be notified of areas that are out of bounds. Children will be advised of the clothing and footwear appropriate to the work that will be undertaken.
- If a child is injured while in the care of NSD , a designated first-aider will administer first aid and the injury will be recorded in the accident book. This record will be counter-signed by the person with responsibility for child protection.
- If a child joins the class or production with an obvious physical injury a record of this will be made in the accident book. This record will be counter-signed by the person with responsibility for child protection. This record can be useful if a formal allegation is made later, and will also be a record that the child did not sustain the injury while participating in the class or production.

Section 8 - Chaperones

- Chaperones registered with their local authority, will be appointed by the NSD for the care of children during the production process. The chaperone is acting in loco-parentis and should exercise the care which a good parent might be reasonably expected to give to a child. The maximum number of children in the chaperone's care shall not exceed 12.
- Potential chaperones will be required to obtain a chaperone registration from their local authority and to supply this registration to the organisation once the local authority has approved them as a chaperone.
- Chaperones will be made aware of NSD's Child Protection Policy and Procedures.
- Chaperones may have unsupervised access to children in their care consequently a criminal record disclosure will be sought as a requirement of the local authority, before the grant approval for the chaperone
- Where chaperones are not satisfied with the conditions for the children, they should bring this to the attention of the producer. If changes cannot be made satisfactorily the chaperone should consider not allowing the child to continue.
- If a chaperone considers that a child is unwell or too tired to continue, the chaperone must inform the producer and not allow the child to continue.
- Under the Dangerous Performances Act no child of compulsory school age is permitted to do anything which may endanger life or limb. This could include

working on wires or heavy lifting. Chaperones should tell the producer to stop involving children in dangerous performances, and should contact the local authority.

- During performances, chaperones will be responsible for meeting children at the stage door and signing them into the building.
- Children will be kept together at all times except when using separate dressing rooms.
- Chaperones will be aware of where the children are at all times.
- Children are not to leave the place of performance unsupervised by chaperones unless in the company of their parents.
- Children will be adequately supervised while going to and from the toilets.
- Children will not be allowed to enter the adult dressing rooms.
- Chaperones should be aware of the safety arrangements and first aid procedures in the venue, and will ensure that children in their care do not place themselves and others in danger.
- Chaperones should ensure that any accidents are reported to and recorded by NSD.
- Chaperones should examine accident books each day. If an accident has occurred, the producer is not allowed to use that child until a medically qualified opinion has been obtained (not just the word of the parent or child).
- Chaperones should have written arrangements for children after performances. If someone different is to collect the child, a telephone call should be made to the parent to confirm the arrangements.
- Children should be signed out when leaving and a record made of the person collecting.
- If a parent has not collected the child, it is the duty of the chaperone to stay with that child until arrangements have been made to take the child home.

Section 9 – COVID 19

When face to face classes resume:

- NSD will ensure there is adequate space for the dancers to work, maintaining 2 metre distance and not too many students in 1 class.
- Provide anti-bacterial hand gel, soap and disposable towels. Gloves and masks are available in the case of emergency support (first aid), if required.
- One way system in and out of the building.
- Only 1 parent/guardian to bring the child to class.
- Notices informing people if they are unwell not to attend the class that day and if symptoms persist to contact 111 and to self-isolate for 14 days.
- Other health and safety notices displayed in the building and waiting areas.
- Regular wiping down of surfaces and equipment in between classes

Section 10 – Disseminating/Reviewing policies and Procedures

Reviewed annually. Any amendments will be clarified and shared with staff and where significant changes appear these must be relayed to parents/carers. Annual review of the policies and procedures will be taken with feedback from parents from previous year will be taken in to consideration.

Appendix 1: useful contacts Child employment office/

Contact Children's Services

If you are concerned about the safety of a child or young person you can contact the Surrey Children's Single Point of Access (SPA).

The SPA is based at Guildford Pavilion and acts as the front door to children's services in Surrey.

The SPA provides residents and people who work with children in Surrey with direct information, advice and guidance about where and how to find the appropriate support for children and families.

Availability: 9am to 5pm, Monday to Friday

- **Phone:** 0300 470 9100
- **Out of hours phone:** 01483 517898 to speak to the [emergency duty team](#).
- **Email:** emails are dealt with during normal office hours
 - **For concerns for a child or young person:** csmash@surreycc.gov.uk
 - **For concerns for an adult:** ascmash@surreycc.gov.uk
- **Fax number:** 01483 519862

COVID 19

Full guidance can be found on [the government website](#)