



RL Dance Studios Child Safeguarding Policy

The purpose of this policy statement is:

- to protect children and young people who receive RL Dance Studios' services from harm. This includes the children of adults who use our services
- to 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.

We will make sure this policy is accessible to all staff, parents and students, where appropriate, and will make sure that all teachers/staff members can understand this policy by signing a copy each year and answering any questions where necessary. All staff and volunteers at RL Dance Studios must adhere to this policy and must understand their duties and responsibilities regarding safeguarding. A copy of this policy will always be available on our website: www.RLDanceStudios.com.

All staff and volunteers have a strict duty never to subject a child to any form of harm or abuse. Failure to adhere to these procedures will be treated as gross misconduct.

This policy statement should be read alongside our organisational policies, procedures and guidance.

We believe that:

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- The welfare of children is paramount in all the work we do and in all the decisions we take working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare

- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have 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
- Extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

Our Responsibility

At RL Dance Studios we recognise we have a responsibility to protect and safeguard the welfare of all children and young people we work with and have an explicit duty to do so under the Children Act 1989 and 2004 and the Education Act 2002 (England). At RL Dance Studios we believe that the welfare of the child is of paramount importance. That no child should be treated any less favourably than others in accessing services that meet their needs and that all children without exception have the right to protection from abuse regardless of their gender, ethnicity, disability, sexuality or beliefs.

A 'child' is anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently, in further education, or working does not change his/her entitlement to services or protection as a child. Our guidelines apply to all children and young people until their 18th birthday.

Safeguarding and promoting the welfare of children and young people means:

- Protecting children from maltreatment, preventing impairment of a child's health or development, ensuring that children are growing up with the provision of safe and effective care and taking action to ensure that children have the best life chances.

RL Dance Studios is committed to safeguarding and protecting the welfare of all members of our studio. We take the following measures to help to protect the children under our care:

- Valuing, listening to and respecting all children or young people.
- Identify and respond to concerns about a child or young person.

- Appointing a nominated child protection lead for children and young people.
- Undertake appropriate checks for all members of staff and volunteers to ensure their suitability to work with children and young people. This must be done before they start teaching or are placed in a position of responsibility. Requests to view checks can be made to the school Principal.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes.
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- Recording and storing and using information professionally and securely, in line with data protection legislation and guidance.
- Making sure that children, young people and their families know where to go for help if they have a concern.
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective complaints measures in place
- Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

- Provide a safe and happy dance environment

At RL Dance Studios all concerns and allegations of abuse will be taken seriously. It is the responsibility of all staff and volunteers to take steps to protect children, to keep them safe from hazards and to take appropriate action in the event of an accident. It is the responsibility of all staff and volunteers to take reasonable steps to protect children and young people from harm and abuse while in contact with our school and our staff and to report any incident of, or suspicion of, abuse to the Designated Safeguarding Person or in their absence directly to the appropriate statutory authority

Designated Safeguarding Person/Lead (DSP)

At RL Dance Studios our designated safeguarding person is Risa Larmand.

Phone: +44 7830 185111

Email: risa@rldancestudios.com

Managing Injury

If a child has a physical injury and there are concerns about abuse, attention should be sought for the injury first, then procedures for referring to children's social care should then be followed. Contacting the emergency services for medical treatment must not be delayed for any reason.

Managing Recruitment

All individuals working at RL Dance Studios who have contact with children and young people are required to hold a valid, clear DBS check. All staff and volunteers will be recruited in line with safer recruitment guidance. No staff will be employed or able to volunteer if they are barred from working with children and in the event of an incident where a member of staff must be dismissed (or chooses to leave) because they have harmed a child, DBS will be notified.

Managing Allegation

If any member of staff or volunteer has concerns about the behaviour or conduct of another individual within the organisation the nature of the concern should be reported to Risa Larmand. The member of staff who has a concern or to whom the allegation or concern is reported should not question the child or investigate further. The Designated officer, Risa Larmand, will report the matter to the Local Authority Designated Officer (LADO).

If allegation or concern is raised about a member of staff, outside of work, this may still present a risk of harm to children for whom that member of staff is responsible and as such the general principles of this policy still apply.

Harm to Children

Everybody working with children at RL Dance Studios must be alert to the needs of children and the risk of harm. All staff and volunteers should be able to recognise and know how to act upon evidence that a child's health or development is being impaired or that a child is suffering or likely to suffer significant harm. At RL Dance Studios, we will make every effort to protect children from harm when they are visiting our setting/attending our classes.

We Will Ensure:

- Appropriate recruitment and selection procedures.
- Provision of safeguarding training for all staff and volunteers.
- Ensuring all staff and volunteers hold clear current DBS checks.
- We will take all reasonable steps to ensure health safety and welfare for all those who access our organisation. You can view our Health & Safety policy here: <https://www.rldancestudios.com/policies>
- We will take all practicable steps to ensure that no one working with us or for us would put a child in a situation of unreasonable risk to their health and safety.
- We will not harm or abuse children within our care and will take all reasonable steps to ensure no one working with us or around us within the community could harm or abuse a child in our care.
- We will ensure good reporting to our DSP and onward to children's social care wherever we suspect harm and will foster an environment of good communication, transparency and trust.
- All staff and volunteers have a strict duty to never subject a child or young person to any form of harm or abuse.
- Failure to adhere to these procedures will be treated as gross misconduct.

- During the admissions process relevant contact and medical information shall be collected and access to emergency information will be available to teaching staff and volunteers at every session.

Where We Suspect Harm and Abuse

Every member of staff has a duty to be alert to the signs of harm and abuse. Where they have concerns, these should be recorded carefully and accurately. All concerns should be discussed with the RL Dance Studios designated safeguarding person. A decision shall then be made with the DSP regarding sharing this concern onward to children's social care or the police as required.

Where possible and only if it is safe to do so the teacher who has the concern or the DSP should let the parent/carer of that child know if they intend to raise that concern with children's social care and they should seek their permission to share information. Please be aware if the parent declines to consent and your concerns regard harm/significant harm you are still duty bound to share with children's social care.

In the absence of the DSP all concerns should be shared directly with children's social care Devon County Council:

Their number is 0345 155 1071

Their email is mashsecure@devon.gov.uk

Complete an online support form:

<https://devoncountycouncil.outsystemsenterprise.com/MASH/homepage>

Plymouth Council:

Their number is 01752 668000

Their email is mash@plymouth.gov.uk

All information sharing must be Data Protection act and GDPR compliant. Sharing must be discrete, appropriate, honest and accurate but it is important for all staff and volunteers to be aware GDPR and Data Protection law does not create a barrier to sharing safeguarding information and all concerns MUST be shared with the DSP and children's safeguarding as necessary.

Recognising Harms and Abuse

Below are the definitions of harm to children and young people use these to help you recognise harm and ensure you cause no harm.

Physical abuse: A form of abuse that may involve hitting shaking throwing poisoning burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of or deliberately causes illness in a child.

Emotional abuse: 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, unloved inadequate, or valued in so far as they meet the needs of another person only, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as the over protection and limitation of exploration and learning or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying (or 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 maltreatment of a child, although it may occur alone.

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 the child is aware of what is happening or not. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing rubbing, touching outside of clothing. They may also include noncontact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, 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: The persistent failure to meet a child's physical and/ or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing, and shelter (including exclusion from home and abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care givers); ensure

access to appropriate medical care or treatment. It may also include an unresponsiveness to a child's basic emotional needs.

If A Child Tells Us They Have Experienced Harm and Abuse

- Always listen to what the child has to say with an open mind.
- Do not ask leading or probing questions.
- Never stop a child who is talking freely about significant events.
- Make a note of the discussion, taking care to record the timings, setting and people present, as well as what was said.
- Do not ask children to make a written statement.
- Never promise a child that what they have told you may be kept secret.
- Explain that you have responsibility to share information.
- Inform the DSP for your organisation immediately.

Where We Believe Another Teacher or Responsible Adult Has Harmed a Child

If any member of staff or volunteer has concerns about the behaviour or conduct of another individual within the organisation the nature of the concern should be reported to Risa Larmand. This will report the matter to the Local Authority Designated Officer (LADO).

Their phone number is: 01392 384964

Their email is: ladosecure-mailbox@devon.gov.uk

Additional specific guidelines are listed below:

Supervision

- Parents and guardians are not permitted in the room during lessons, except for classes where they are participating, during watching weeks or by agreement with the principal and the teacher in charge.

- Arrangements are made for all teaching spaces to be viewed from outside of the room via windows and doorways.

Policy signed by: 

Name: Risa Larmand

Date: 21st April 2025