

## **SAFEGUARDING CHILDREN & YOUNG PEOPLE**

Bucks Youth Dance Company (BYDC) has a duty of care to ensure the safety and wellbeing of all its children and young people whilst taking part in classes, workshops, and performance events. We will provide, as far as is reasonably practicable, an environment that is safe and with minimum risk to all who take part.

This policy applies to all teachers, guest artists and placement students or anyone working on behalf of BYDC.

### **Policy Aims**

- Provide children and young people with appropriate safety and protection whilst in the care of our dance company
- Provide teachers, artists, volunteers and students with the principles of our approach to safeguarding and child protection
- Ensure informed and confident responses to specific safeguarding and child protection issues can be made

*BYDC believes that everybody has a responsibility to support the care and protection of children and young people*

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### **Definitions of Children and Young People**

Child/children	Any person who has not yet reached their eighteenth birthday.
Young person/people	Collective terms used by BYDC to encompass children (identified as up at age 18) and people aged 18- 25 which is inclusive of student participants from Buckinghamshire New University. However, the law assumes that by age 16 people can make their own decisions as long as they have capacity to do so, and it is acknowledged that those age 18+ are adults and therefore permissions (see below) will be granted by them rather than parent/carer.

## **Code of Conduct**

All BYDC teachers, guest artists and volunteers must:

- Treat all children and young people with respect
- Demonstrate an example of good conduct at all times
- Ensure whenever possible that there is more than one adult present during activities with children and young people
- Recognise that special caution is required when discussing sensitive issues with children or young people
- Respect a young person's right to personal privacy
- Approach necessary physical contact in a dance teaching and learning environment in an appropriate way, ensuring explanation to and permission from the child or young person is given
- Report all allegations or suspicions of abuse to the safeguarding lead

## **Good Practice Guidelines**

All personnel should be encouraged to demonstrate exemplary behaviour to protect themselves from false allegations.

## **Promoting Good Practice**

Child abuse can arouse strong emotions in those facing such a situation. It is important to understand these feelings and not allow them to interfere with judgement about the appropriate action to take. Abuse can occur within many situations including the home, school, and outside environments. Some individuals will actively seek employment or voluntary work with young people in order to harm them. A teacher, official or volunteer will have regular contact with young people and be an important link in identifying cases where they need protection. All suspicious cases of poor practice should be reported to the safeguarding lead.

## **Use of Photographic/Filming Equipment at Rehearsals & Events**

There is evidence that some people have used performance events as an opportunity to take inappropriate photographs or film footage of children and young people. We request written parental consent for any photographs or filming before an event takes place. Filming and photographs of our dancers during rehearsals will be used in a professional manner (for rehearsal preparation, on company website and social media), and written consent from parent/carer (child/young person under 18) and dancer (age 18+) will be obtained.

## **Photographic Procedures**

- Avoid using children's names in photographic captions
- Always use parental/carer permission form to obtain consent for a child to be photographed/videoed
- Do not allow photographers/videographers unsupervised access to children

## **Recruitment and Training of Staff, Volunteers and Placement Students**

On recruitment we require our staff, volunteers and placement students to have DBS checks, first aid and safeguarding training (where applicable), and to hold relevant industry qualifications or be in full-time professional dance training.

## **Responding to Allegations or Suspicions**

It is not the responsibility of anyone working at BYDC, in a paid or unpaid capacity, to decide whether or not child abuse has taken place. There is a responsibility to act on any concerns through contact with the appropriate authorities. We assure all staff/volunteers that we will fully support and protect anyone who in good faith reports his/her concern that a colleague is, or may be, abusing a child.

## **Confidentiality**

Every effort will be made to ensure that confidentiality is maintained for all concerned. Information will be handled and disseminated on a need-to-know basis only.

## **Bullying**

BYDC has a zero tolerance policy on bullying. If bullying is suspected, the following actions will take place to help the victim and to prevent bullying:

- Any sign of bullying will be taken very seriously
- All children/young people will be encouraged to speak about their concerns. The victim will be helped to speak out and to tell someone in authority
- All allegations will be investigated and actions taken to ensure safety of the victim
- Victims and alleged bullies will be spoken to separately
- Victims will be reassured that they can trust who they are speaking to and they will be helped, but promises must not be made to tell no one else
- Any concerns must be reported to BYDC staff immediately so appropriate action can be taken

## Additional

Whilst at Buckinghamshire New University, BYDC follows the BNU's Health & Safety and Fire Safety Policies. These can be found on the university website.

Health & Safety	<a href="https://www.bucks.ac.uk/sites/default/files/2021-03/health-and-safety-policy.pdf">https://www.bucks.ac.uk/sites/default/files/2021-03/health-and-safety-policy.pdf</a>
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## Contact

PIPPA FISHER-COLDWELL	EMAIL: <a href="mailto:bydanceco@gmail.com">bydanceco@gmail.com</a> TEL: 07729190290
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**PLEASE NOTE THAT IF THERE ARE ANY SAFEGUARDING OR CHILD PROTECTION CONCERNS, THESE MUST BE REPORTED TO PIPPA FISHER-COLDWELL IMMEDIATELY AS THE DESIGNATED SAFEGUARDING LEAD**

## Multi-Agency Safeguarding Hub

If necessary, concerns that a child or young person is being abused or neglected should be reported to the Multi-Agency Safeguarding Hub (MASH). The MASH is a team including police, health, education, children's social care and safeguarding, probation, adult social care, mental health and others. The benefit is that they can co-locate key partners to improve the initial response, quickly share information and make decisions as the required level of intervention.

WEBSITE: <https://www.bucksmind.org.uk/guide/multi-agency-safeguarding-hub-m-a-s-h/>

EMAIL: [cypfirstresponse@buckscc.gov.uk](mailto:cypfirstresponse@buckscc.gov.uk)

TEL: 08454600001 (child safeguarding)

**WE ALSO USE THE NATD CHILD PROTECTION POLICY ALONGSIDE OUR OWN POLICY, WHICH CAN BE FOUND AT- <https://www.natd.org.uk/dance/natd-policies/>**

Next review date: August 2023