**SAFEGUARDING Policy statement**

**The purpose and scope of this policy document**

The purpose of this policy statement is:

* To protect children and young people who participate in Joss Arnott Dance’s 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 arching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Joss Arnott Dance, including senior managers, paid staff, collaborators, volunteers, sessional workers and students.

**Context & Legal framework**

This policy has been drawn up on the basis of 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).

**What is Safeguarding?**

Safeguarding is aimed at protecting vulnerable children and adults from harm. Joss Arnott Dance acknowledges the duty of care to safeguard and promote the welfare of children and adults at risk and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

As an Arts Council England funded organisation, Joss Arnott Dance upholds Arts Council England’s mission of “*Great art and culture for everyone*” and their specific goal to promote opportunities *for every child to experience the richness of the arts, museums and libraries*. Joss Arnott Dance shares Arts Council England’s belief of how essential it is that every effort is made to ensure that children and adults at risk of abuse can engage with the arts and culture safely, and that there are effective processes and procedures in place to respond to concerns should they arise.

Joss Arnott Dance’s Safeguarding policy is based upon the principles enshrined within the United Nations Convention on the Rights of the Child. What this means in practice is a commitment to ensure effective safeguarding arrangements as set out in the government guidance “Working Together to Safeguard Children”1 (2015) and the Care Act (2014) where children and adults at risk of abuse are concerned.

**What is Prevent?**

Part of Joss Arnott Dance’s Safeguarding duty also includes protecting vulnerable individuals from the risk of radicalisation and extremism. Prevent is one of four national strands within CONTEST, the UK’s long term Counter Terrorism Strategy. The Counter Terrorism and Security Act 2015 requires Joss Arnott Dance to have ‘due regard to the need to prevent people from being drawn into terrorism’.

**Reporting a concern**

Joss Arnott Dance are dedicated to Safeguarding all our visitors, participants, collaborators and staff.

If you have a Safeguarding concern or query, are worried about yourself, someone you know or someone working with Joss Arnott Dance please contact our **Safeguarding Officer, Pamela Crowe** at pamela@jossarnottdance.com

**Policy Statement**

**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.
* 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.
* Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare.

**We will seek to keep children and young people safe by:**

* Valuing, listening to and respecting them.
* We will give equal priority to keeping all children and young people safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.
* Appointing a nominated child protection lead (Safeguarding Officer) for children and young people.
* Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
* 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 confidently and competently.
* Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made and that staff are appropriate to work with our audiences, visitors and participants.
* Recording, storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner’s Office: **ico.org.uk/for-organisations**]
* 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 and whistleblowing measures in place.
* 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.
* 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.

This policy statement came into force on 20th February 2020 and was reviewed and updated on 27th May 2020. The policy will be reviewed every six months, the next review will be in November 2020.

**Signed:** **Date:** 27th May 2020

**Name:** Pamela Crowe **Position in Organisation:** Safeguarding Officer