



## Safeguarding Policy

JBA acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18.

The key principles of the Safeguarding Policy are that:

- The child's welfare is, and must always be, the paramount consideration.
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith or belief.
- All suspicions or allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with other organisations, children and young people and their parents/carers is essential.

JBA acknowledges that every child or person who participates in dance should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. JBA recognises that this is the responsibility of every adult involved in the school, including volunteers.

JBA has a role to play in the safeguarding and welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that the Safeguarding Policy applies to everyone involved with JBA, whether in a paid or voluntary capacity.

Any staff I may employ and any relevant volunteers agree to a DBS certificate being sought by JBA.

I commit to undertaking regular First Aid training, as well as Child Protection training with and beyond the RAD. I have also undertaken an RAD course in Preventing Bullying.

All concerns by staff or volunteers are referred, in the first instance, to the Principal who will consider and, if necessary, take appropriate action in line with child welfare guidelines.



If the school has cause for concern regarding the appropriateness of an individual who is already involved in any capacity, guidance will be sought from appropriate bodies and decisions will be made in the best interests of children and young people.

Backstage help for shows is vetted in line with the most up to date local authority guidelines. In line with guidelines, girls and boys over the age of 5 change separately at shows and performers are provided with adequate facilities to change privately.

JBA advises that children wear appropriate clothing to and from class and should not arrive or leave in leotards. I see this as a safeguarding issue, both in terms of protection against muscle injury and modesty.

Last updated May 2018 by Jennifer Bousfield.