

Ellen Jane School Of Dance & Havering Stage Festival

Safeguarding Statement

Policy Statement

Ellen Jane School of Dance is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment.

The protection of our students from abuse is the responsibility of all staff within our school, superseding any other considerations.

AIMS

- To recognise signs and symptoms of abuse at the earliest possible moment
- To respond to concerns through the appropriate agencies with all due speed and consideration
- To protect our students and our staff

To achieve these aims we have to:

- Follow DfE Safer Recruitment guidelines (2007) for recruiting staff, which includes carry out vetting checks and maintaining a Single Central Record of staff and Volunteers
- Have an up to date knowledge of Child Protection issues

Definitions of Abuse

For the purposes of this policy Ellen Jane School Of Dance defines abuse as:

Neglect: The persistent or severe neglect of a child, or the failure to protect a child from exposure to any kind of danger, including cold or starvation, or extreme failure to carry out important aspects of care, resulting in the significant impairment of the child's health or development, including non-organic failure to thrive.

Physical Injury: Actual or likely physical injury to a child, or failure to prevent physical injury (or suffering) to a child including deliberate poisoning, suffocation and Munchausen's syndrome by proxy.

Sexual Abuse: Actual or likely sexual exploitation of a child or adolescent.

Emotional Abuse: Actual or likely severe adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment or rejection.

Procedures

If a student personally confides in you, you should:

- i. Inform them that you have a duty to report all incidents of abuse
- ii. Reassure them that they have done the right thing
- iii. Leave questioning to the Police / Social Services. If we contaminate evidence with incorrect questioning we may be putting the child at risk

- iv. Be honest about what happens next. If the child has told you about an incident it is because they want help and look to you for that help.
- v. Make notes immediately of what the child has said, trying to quote the child's words verbatim
- vi. Contact the Child Protection Officer immediately.

The member of staff should not:

- i. Investigate the matter independently, especially through questioning the student
- ii. Implement the Child Protection procedures without first consulting the Child Protection Officer.

If a member of staff is concerned that a student is at risk according to any of the definitions listed before, they should discuss the matter with the Child Protection Officer, who will:

- i) collect any other relevant information from colleagues/other agencies
- ii) make a decision as to whether or not there are sufficient grounds to refer the matter to the appropriate agencies
- iii) inform the member of staff and others concerned of the decision and future action to be taken

Allegations Against Members of Staff

Any allegations of abuse by a member of staff should be reported directly to the Principal who will work with the Local Designated Officer of Havering Council following the guidance as laid out by the London Child Protection Procedures. Alternatively, concerns can be reported to the LADO at Havering Council.

Internal Communication:

All Child Protection concerns/issues will be confidential. Sharing of relevant information with staff will be strictly at the discretion of the Child Protection Officer.

If you have any concerns relating to the safeguarding of your child, please speak to Ellen Jane Monkhouse, or contact the LADO (Local Authority Designated Officer) at Havering Council on 01708 434343.