



## **Superstars Performing Arts - Safeguarding Policy -**

**Superstars Performing Arts is dedicated to creating a safe, welcoming and inclusive environment for all members, cast and staff.**

**The purpose of this policy statement is:**

- to protect children and young people within Superstars' services from harm
- to provide staff and volunteers, as well as children, young people and their families, with the key principles of our approach to child protection

This policy applies to anyone working on behalf of Superstars Performing Arts, including Directors, Teachers, Assistants and Volunteers.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England.

**This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents including:**

- Staff and Volunteer Code of Conduct
- Behaviour Code of Conduct
- Health and Safety Policy
- Online and Social Media Policy
- GDPR Policy
- Relevant Risk Assessments

**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/young people is paramount in all the work we do and in all the decisions we take
- it is essential to work in partnership with children, young people, their parents/carers, and other agencies as part of promoting young people's welfare
- all children, regardless of age, disability, gender, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- children and young people are all individuals and may require different approaches and support in order to receive equal levels of safety, comfort and opportunities
- 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.

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

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people
- 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
- undertaking regular risk assessments for activities and events
- implementing an effective online safety policy and procedures
- creating and maintaining an inclusive, anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any issues that may arise
- providing effective management and training for staff and volunteers to ensure they 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, including identity and DBS checks
- recording, storing and using information professionally and securely, in line with GDPR
- reporting any concerns or issues that may arise to a safeguarding lead, who will then investigate appropriately
- following 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 as required

- ensuring that children, young people and their families know where to go for help if they have a concern
- appropriately investigating any allegations against staff and volunteers and taking action according to the outcome
- ensuring that we have effective complaints and whistle-blowing 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

**Contact details**

**Nominated child protection lead:**

Name: Jayne Stephens

Phone/email: superstarsdanceschool@hotmail.com

**Deputy child protection lead:**

Name: Amy Bennett

Phone/email: bennett-amy@hotmail.co.uk

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 18/03/2025 (date)

Signed: .....

Date: .....