

YORKSHIRE DANCE

PROTECTION OF CHILDREN AND VULNERABLE ADULTS

Document control

Author: Youth and Community Dance Manager

Lead Director: Executive Director

Target audience: All Staff

Version Number: 7.1

Date of Production: 18 August 2022

Authorised by: Board of Trustees: October 2022

Date Due for Revision: October 2023

Post Responsible for Revision: Deputy DSO

Circulation: All Staff

PROTECTION OF CHILDREN AND VULNERABLE ADULTS - Policy

Statement of intent

Yorkshire Dance believes that every child, young person and vulnerable adult has the right to enjoy dance and its related activities without bullying, intimidation or harassment, or physical, emotional or psychological harm, regardless of their age, ability, gender, race, religion, sexual orientation or background. Yorkshire Dance is firmly committed to practices which protect children, young people and vulnerable adults from harm and promote safe environments in which dance can take place.

The purpose of this policy is:

- to protect from harm children, young people and vulnerable adults who participate in Yorkshire Dance activities. This includes the children of adults who use our services.
- to promote wellbeing by providing parents, carers, staff, trustees and volunteers with the overarching principles that guide our approach to the safeguarding of children, young people and vulnerable adults.

This policy is supported by Yorkshire Dance's Protection of Children and Vulnerable Adults Code of Conduct.

Yorkshire Dance adheres to all relevant legislation in this area, including the Children's Act 1989 and 2004, the Education Act 2002, S175 and S157, the Sexual Offences Act 2003, the Safeguarding Vulnerable Groups Act 2006, the Equality Act 2010, the Protection of Freedoms Act 2012, the Care Act 2014, Mandatory reporting of female genital mutilation (FGM) (Serious Crime Act 2015), the Counter-Terrorism and Security Act 2015 (Prevent Act) and Working Together to Safeguard Children (July 2018).

This policy applies to all Yorkshire Dance staff, Trustees, volunteers and anyone in paid or unpaid work on behalf the organisation. We expect the highest possible standards of behaviour in regard to this policy from all the above people.

Definitions

A child or young person is anyone who has not yet reached their 18th birthday.

A vulnerable adult is someone over 18 years old who may not have capacity or may have limited capacity because of their physical, emotional or psychological state to protect themselves, or make decisions to protect themselves, against harm or exploitation.

Putting the policy into practice

This policy applies to all Yorkshire Dance activities and settings where Yorkshire Dance works.

We will enforce our policy by:

- following the Code of Conduct guidelines around DBS verification during staff employment
- implementing the Code of Conduct and ensuring all staff and practitioners are fully aware of the Code and its requirements
- inducting and training all staff and volunteers in best practice relating to the safeguarding of children and vulnerable adults
- providing in-depth safeguarding training for all staff every 2 years as a minimum
- providing training in best practice relating to the safeguarding of children and vulnerable adults for practitioners contracted by Yorkshire Dance to work with at risk groups or individuals
- supporting key staff, including the Designated Safeguarding Officers, to attend relevant professional safeguarding training
- following stringent recruitment procedures for the selection of staff and volunteers, and ensuring that staff members who lead on recruitment attend Safer Recruitment training
- providing effective management of staff and volunteers through supervision and support
- ensuring that anyone in paid or unpaid work on behalf of the organisation can recognise signs and symptoms of abuse and can respond swiftly and appropriately to suspicions, disclosures and allegations of abuse

Responsibility for the Policy

The Designated Safeguarding Officer acts as a lead in all matters relating to protection of children, young people and vulnerable adults, ensures that the organisation's protection policies and procedures are followed and keeps individual case records including action taken and further action required. They are responsible for the maintenance of this policy and Code of Conduct and for ensuring that all staff, Board and volunteers are familiar with their contents through induction and training procedures.

The Designated Safeguarding Officer at Yorkshire Dance is the Executive Director, [Bhuvan Sharma](#), who can be contacted either in person or in writing at the *Yorkshire Dance Centre, 3 St Peter's Buildings, St Peter's Square, Leeds LS9 8AH*, by telephone on 0113 243 9867 or by email BhuvanSharma@yorkshiredance.com.

The Deputy Designated Safeguarding Officer is the Youth and Community Dance Manager, [Ione Barton](#); they support the Designated Safeguarding Officer and deputises for them

when absent. They can be contacted at the above address and telephone number and by email IoneBarton@yorkshiredance.com.

Review

Our policy and practice is reviewed at regular intervals, and not less than annually.

Procedures and policies related to the protection of children, young people and vulnerable adults

- Protection of Children and Vulnerable Adults – Code of Conduct
- Toilet procedure*
- Recruitment procedures

* Shared with regular teaching artists and given to parents/carers of participants in Saturday Superstars programme

Related policies

Other Yorkshire Dance policies that are relevant to the protection of children, young people and vulnerable adults are:

- Digital Policy
- Health and Safety Policy
- Equality Policy
- Complaints Policy and Procedure
- Grievance and Disciplinary procedures
- Dignity at Work policy
- Engagement with Social Media
- Engagement with Older People