

YORKSHIRE DANCE

PROTECTION OF CHILDREN AND VULNERABLE ADULTS

Document control

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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 recognises that some children and vulnerable adults are additionally vulnerable because of the impact of discrimination, previous experiences, their level of dependency, communication needs or other issues.

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, 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), the Children and Social Work Act 2017, the Working Together to Safeguard Children (July 2018) and the Domestic Abuse Act 2021.

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:

- implementing the Code of Conduct and ensuring all staff, practitioners and anyone undertaking work on behalf of the organisation 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
- building a safeguarding culture where staff, volunteers and children know how they are expected to behave and feel comfortable about sharing concerns
- 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, including around undertaking DBS checks.
- 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
- ensuring children, young people and their families know about the organisation's safeguarding and child protection policies and what to do if they have a concern
- listening to children, young people and vulnerable adults and respecting them

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 Interim Executive Director, Louise Allen, 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 LouiseAllen@yorkshiredance.com

The Deputy Designated Safeguarding Officer is the Youth and Community Dance Manager, Lone 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 loneBarton@yorkshiredance.com

The Designated Safeguarding Officer and Deputy Designated Safeguarding Officer are supported by a member of the Board of Trustees, Sean Selby, who takes lead responsibility for safeguarding at the highest level in the organisation.

Review

Our Policy and Code of Conduct are 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
- Braver Spaces Policy