

Stage Makers Academy

Safeguarding & Child Protection Policy

Last Review Date: 26/08/2024

Next Renew Date: 26/08/2025



CPD Certified:

Completion of Safeguarding Children Level 3
NSPCC Child Protection

Designated Safeguarding Lead (DSL)

Miss Elena Malekkou emalekkou@gmail.com

To whom you must report concerns about a child's safety and welfare

Company Contact:

Stage Makers Academy stagemakersacademy@gmail.com

Policy Statement

Stage Makers Academy are committed in our duty of care to prioritise safeguarding and protecting children and young adults. We believe that we have a responsibility to promote the welfare of all our students. We have implemented safeguarding and child protection practices that reflect on the guidance of the Government legislations, Statutory Requirements (DfE), Ofsted department, Hertfordshire County Council as well as to observe the best guidance employed by the NSPCC.

The Purpose of our Policy

Our Policy acknowledges that the welfare of children and young adults is at the heart of all that we do. Children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm and abuse.

Our Policy Outlines:

- To safeguard and protect children and young people from harm and to prevent damage to children's health or development.
- To make sure children and young people's experience with us is safe through our operating safeguarding procedures.
- To ensure our staff are trained to recognise, respond, report and record any signs of abuse and neglect amongst our students and to take appropriate action when necessary.
- To ensure everyone complies with the procedures for dealing with allegations of abuse and safeguarding concerns and to store and share records confidentially and accurately.
- To maintain an anti-bullying environment and ensure we have procedures in place to effectively respond to any incidents.

Looking for Signs of Child Abuse

All of our teaching staff are trained to recognise the four main categories of child abuse, all of which are forms of harm. Each category can involve inflicting harm or failing to prevent harm.

Physical Abuse

Physical abuse is an intentional type of abuse which causes physical harm to a child or young adult. It can also include making up symptoms of an illness or causing a child ill health. Physical abuse is detrimental to the long term effects to a child's poor physical or mental health in later life.

Emotional Abuse

Emotional Abuse is any type of abuse that involves the constant emotional mistreatment of a child or young adult. This is a psychological form of abuse which can involve purposefully trying to scare, isolate, ignore or humiliate a child. Emotional abuse is detrimental to the long term effects on a child's social, emotional and physical health and development.

Sexual Abuse

Sexual Abuse is a type of abuse which is unwillingly and unknowingly involving sexual activity with a child or young adult. This can be both contact and non contact, these activities can involve forcing, encouraging and persuading them to interact with sexual imagery, sexual activity and inappropriate sexual behaviour. Sexual abuse is detrimental to the long term effects of mental health.

Neglect

Neglect is a type of abuse that highlights the consistent failure to meet a child's or young adults basic, physical and emotional needs. It can include failing to protect a child from physical and emotional harm or danger, to provide sufficient food, housing, clothing and child care. Neglect is detrimental to a physical and emotional development as well as their health.

We recognise that some children and young adults experiences' have impacted their level of dependency, communication needs and other social issues. By **valuing, listening and respecting** every child and young adult we can develop a professional relationship in which they understand we are here to support, protect and help them.

Responsibilities of the DSL at Stage Makers Academy.

- Raising awareness of the abuse or neglect of children or young people.
- Recognising the signs and types of abuse, when it is appropriate to relevant investigating agencies.
- To act as the point of contact and a source of support, advice and expertise when liaising and reporting with other agencies.
- Ensuring safe recruitment is a priority and that every employee recruited has relevant checks.
- Ensuring staff receive induction training to cover basic child protection in order to respond appropriately to a disclosure and effectively when they raise their own concerns.

How our staff support the child

Staff members and volunteers are provided with these principles that guide our approach to child protection.

We seek to keep children and young adults safe by implementing the 4 R's:

Recognise possible abuse

First you need to recognise a child protection or safeguarding concern. To know what the abuse is, what to look out for and be vigilant at all times.

Respond appropriately

Second, you need to respond to possible concerns, sometimes a concern is obvious, sometimes it is not. It is important to respond when a child or young adult tells you that something bad is happening in their lives, or someone else tells you. If you see or hear anything that could be a concern you must respond quickly.

Report your concerns

Third, you need to report or refer, passing on information to the appropriate person. By doing this you begin the process of making sure that your organisation is doing everything you can to keep children and young people safe and giving them all the support needed.

Record your observations

Fourth, you need to record your observations, your concerns and the actions you and others have or have not taken.

Photography and Filming Policy

Stage Makers Academy have set out an overall approach to images taken of our students during events, activities, shows and rehearsals. To proceed with our drama training membership, parents and guardians must understand and agree to our terms and conditions, which states:

'At Stage Makers Academy we reserve the right to use group or individual photography and video footage of your child for press, promotional purposes as well as educational purposes (due to our involvement with local schools). Both our Performance and Production Programmes involve modules which incorporate filming and being filmed as part of our training. By becoming a Stage Makers Academy member you are agreeing to these terms and conditions.'

Aside from this policy, staff are only permitted to use mobile phones to contact parents in an emergency and the emergency services.

Creating a safe environment at Stage Makers Academy.

Stage Makers Academy ensure that the environment we teach in are as safe as possible by:

- Making sure rehearsal or teaching rooms are open, accessible and well lit.
- Following health and safety legislation and guidance.
- Making sure the activity is suitable for children to be involved in.
- Ensuring that everything we do is appropriate for the youngest or most vulnerable person.
- Making sure that any physical contact is appropriate, justifiable, agreed by the child and approached sensitively.

Who to contact if you need child protection support and advice

Children & Young Adults

NSPCC Helpline: 0800 800 5000

www.nspcc.org.uk

Childline: 0800 1111

www.childline.org.uk

For Parents/ Guardians/ Carers

Samaritans:

<https://www.samaritans.org>

Parents Protect:

<https://www.parentsprotect.co.uk>

Mental Health & Wellbeing

Young Minds:

<https://youngminds.org.uk>

Children's Society:

<https://www.childrenssociety.org.uk>

SHOUT:

<https://www.crisistextline.uk>

Abuse

Lucy Faithfull Foundation:

www.lucyfaithfull.org.uk

Respect:

<https://www.respect.uk.net>

Stop it Now:

www.stopitnow.org.uk

Refuge:

www.refuge.org.uk

Online Safety

Child Exploitation and Online Protection Command:

<https://www.ceop.police.uk/safety-centre>

Childnet International:

www.childnet.com

Thank you for taking the time to acknowledge our Policy.

Stage Makers Academy staff and students will work collectively to keep every child safe.

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

This policy was implemented on: 26/08/2024

Elena Malekkou, Founder of Stage Makers Academy

Signed:

