

# Policy

## **AUGUST 2018**

This policy applies to all staff, including senior management, paid staff and volunteers working on behalf of Fantasia Music School.

The purpose of this policy:

- To protect children and young people who are students on Fantasia.
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

Fantasia believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them.

## **LEGAL FRAMEWORK**

This policy has been drawn up on the basis of law and guidance that seeks to protect the children, namely:

- *Children Act 1989*
- *United Convention of the Rights of the Child 1991*
- *Data Protection Act 1998*
- *Sexual Offences Act 2003*
- *Children Act 2004*
- *Protection of Freedoms Act 2012*
- Relevant government guidance on safeguarding children

## **OUR POLICY**

### **We recognize that:**

- The welfare of the child is paramount, as enshrined in the *Children Act 1989*.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

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

- Valuing them, listening to and respecting them.
- Appointing a Designated Safeguarding Officer (DSO) and Deputy for children and young people.
- Adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers.
- Developing and implementing an effective e-safety policy and related procedures.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with children, their families, staff and volunteers via group meetings and one-to-one discussions.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, families and carers appropriately.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective complaints and whistleblowing measures in place.
- 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.

**CONTACT DETAILS**

Designated Safeguarding Officer (DSO)	<b>Sam Sutton</b>
Deputy DSO	<b>Nicola Ridley</b>
Senior lead for safeguarding	<b>Brett Gilbert</b>
CEOP	<a href="http://www.ceop.police.uk">www.ceop.police.uk</a>
NSPCC Helpline	0808 800 5000

**DECLARATION**

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

This policy was last reviewed on **1st August 2018**.

Signed \_\_\_\_\_ (DSO)