



### The Purpose of this Policy

As a part of its activities, Katie Dale-Everett Dance may work with children and vulnerable adults. This includes community dance and working to broaden our range of audiences. The purpose of this policy statement is:

- To protect children and young people who engage with Katie Dale-Everett Dance.
- To protect vulnerable adults who engage with Katie Dale-Everett Dance.
- To provide parents, partners and volunteers as well as paid staff the overarching principles with which we approach safeguarding.

This policy statement applies to anyone working with or for Katie Dale-Everett Dance, including paid staff, volunteers, freelance artists and students.

### Legal Framework

This policy has been drawn up on legislation and guidance which seeks to protect children and vulnerable adults in England. A summary of key legislation for vulnerable adults can be found at

<https://www.scie.org.uk/care-act-2014/safeguarding-adults/> and for children at <https://learning.nspcc.org.uk/child-protection-system/england/>.

### Our beliefs

We believe that:

- Participants should not be put at risk when involved in KDE Dance projects. All staff agree to ensure that all standards of behaviour, conduct and language are professional. All activity will be made in mind of the participants, taking into account age, gender and disability in addition to protected characteristics.
- Vulnerable adults, children and young people should never experience abuse of any kind.
- We have a responsibility to protect the welfare of all who engage with us, and to promote ways to keep them safe.

- No staff member should be put in an at risk situation.

We recognise that:

- The welfare of the child or vulnerable adult is paramount.
- A vulnerable adult has a wide definition, but may be regarded as anyone over the age of 18 years who may be unable to protect themselves from abuse, harm or exploitation, which may be by reason of illness, age, mental illness, disability or other types of physical or mental impairment.
- Vulnerable adults may live alone, be dependent on others (care homes etc.), elderly, or socially isolated.
- All children and vulnerable adults have equal right to protection from all types of harm and abuse, regardless of gender, age, ethnicity, disability, religion, sexual orientation or otherwise.
- Working in partnership with the children and adults in question, as well as parents, carers, relatives, support workers and other agencies is essential to promoting their welfare.

### Code of Conduct

All members of staff are expected to report concerns or breaches of this Code of Conduct. A serious breach may result in a referral to the police, the Local Children's Safeguarding Board, and the DBS.

We will seek to keep young people, children and vulnerable adults safe by:

- Listening to them, respecting them and valuing what they have to say.
- Appointing a safeguarding lead within the organisation.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, vulnerable adults and families as appropriate.
- Creating and maintaining an anti-bullying environment and ensuring that people know who to turn to with their concerns.
- Ensuring no volunteer or member of staff is left alone in one-to-one contact with a single child or vulnerable adult. If they do not have a fully enhanced DBS they should not be alone with a group of children.
- Implementing consent forms for our activities.
- Implementing photography and video consent forms and making it clear when an event will be photographed.
- Implementing a code of conduct for staff and volunteers.
- Managing any allegations made against staff and volunteers appropriately.

- Ensuring we provide a safe physical environment for the children, young people and vulnerable adults who engage with us by applying health and safety measures and carrying out appropriate risk assessments for our events.
- Ensuring that we have whistleblowing measures in place.
- All of KDE Dance's staff are DBS checked. When inviting student placements to attend (when agreed with a partner) all necessary people will be made aware and a KDE Dance member of staff will be allocated to remain with that person at all times.
- KDE Dance will liaise with partners to work with their safeguarding policy and discuss where young people should be at all times.
- All staff will wear KDE Dance branded clothing other than when performing,
- When touch is required, the activity will be explained and permission will be requested from young people before demonstrating.
- KDE Dance will challenge inappropriate behaviour.

KDE staff will not:

Socialise with children, young people or vulnerable adults alone outside project hours. Exchange personal contact details with any participant, including details of contacts on social media, such as Facebook, Instagram, Snapchat or Tumblr.

Any photographs or footage taken on a personal device will securely be moved off the phone as soon as possible to a secure folder on the work computer/drive.

KDE Dance staff will follow the school's safeguarding policy.

If you have any safeguarding concerns please get in touch:

#### Contact Details

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