

Child Protection Policy for the International Drama Academy and Young Performers Agency

International Drama Academy (IDA) and IDA Agency acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and Essex County Council requirements.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children

- have a positive and enjoyable experience at IDA in a safe and child centred environment
- are protected from abuse whilst participating in classes, rehearsal, performance and audition or outside of the activity.

IDA acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy IDA will

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

- ensure that teachers and chaperones have complete responsibility to decide on the fitness and safety of the child if away from their parents.
- ensure that no child will ever be left alone and must always be in sight of a teacher/chaperone.
- ensure no child will be asked to take part in any staging whereby they feel uncomfortable.
- ensure that girls and boys will always have separate toilets and changing facilities that are clearly identified.
- listen to any child reporting possible abuse after clearly explaining that this information may need to be passed on to higher authorities.
- ensure that any bullying (by adults or peers) will not be condoned and will be dealt with appropriately and immediately.
- ensure the Children and Young Person Act 1963/Children (Performances and Activities) (England) Regulations 2014 will be adhered to at all times.

The policy and procedures will be widely promoted and are mandatory for everyone involved in IDA. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

changes in legislation and/or government guidance

- as required by the Local Safeguarding Children Board, Ofsted and Essex County Council.
- as a result of any other significant change or event.

(Last reviewed February 2019)