



Michelle S Douglas (MA; AF.IDTA Hons)

M-Pulsive Dance
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CHILD PROTECTION

Introduction

M-Pulsive Dance believes that *“The welfare of children is paramount”* and thus all children have the right to protection from abuse whatever their age, culture, disability, gender, language, race, religion or sexual identity. All suspicions and allegations of abuse will therefore be taken seriously and responded to swiftly and appropriately

Policy Statement

M-Pulsive Dance has a duty of care to safeguard all children involved in dance classes from harm. All children have a right to protection and the needs of disabled children and others who may be particularly vulnerable must be taken into account. M-Pulsive Dance will ensure the safety and protection of all children involved in dance classes through adherence to the Child Protection guidelines adopted by the company.

A child, as referred to in this document, is defined as ‘under 18’ by The Children Act 1989.

Policy Aims

The aim of the M-Pulsive Dance Child Protection Policy is to promote good practice by: Providing children and young people with appropriate safety and protection whilst in the care of M-Pulsive Dance and allowing all staff/volunteers to make informed and confident responses to specific child protection issues.

Good Practice to be Encouraged

- Lessons are always held in a secure but open environment (i.e private or unobserved situations are avoided and learning happens in an open environment which can be observed by parents without question)
- All young people and adults are treated equally, and with respect and dignity.
- Balanced relationships are built based on mutual trust which empowers children to share in the decision making process.
- Dance is displayed as fun and enjoyable whilst also promoting fair play.
- Staff will keep up to date with the technical skills, qualifications and insurance in dance by attending frequent established dance training courses and being a member of Foundation for Community Dance.
- Staff will act as an excellent role model for the children- not smoking or drinking alcohol in the company of the young people.

- Enthusiastic and constructive feedback will be given rather than negative criticism. Above all, pushing children to do anything against their will is frowned upon and excessive training will be avoided at all costs.
- For the safety of children your instructor will tie any shoe laces if asked to by the children. She will encourage the child to learn the skill.
- One must secure parental consent in writing to act in loco parentis, if the need arises to give permission for the administration of emergency first aid and/or other medical treatment.
- Any injury that occurs will be logged, along with the details of any treatment given.
- On occasion of any injury that does not require treatment but may have resulted in tears, try to speak to parent at end of session to make them aware. Where not possible try check up by phone contact later.
- In the situation of performances, parental permission slips will always be signed along with a permission to be photographed slip.
- No photography will be used for promotion without further permission.
- No parental photography should be taken in a normal class situation but in an 'open class' situation where the children are sharing their work, make sure that only parents are attending and ask if all would be ok with parental photos/ film being taken on this occasion.

Practice to be avoided

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable they should only occur with the full knowledge and consent of Michelle Douglas (Instructor) or the child's parents. For example, a child sustains an injury and needs to go to hospital, or a parent fails to arrive to collect a child at the end of a session

- Avoid spending excessive amounts of time alone with children away from others
- In situation of child needing toilet, send another child with them to show them the way thus avoiding leaving the class and spending time alone with said child.

Practice never to be sanctioned

The following should never be sanctioned. Staff of M-Pulsive Dance will never:

- Engage in rough, physical or sexually provocative games, including horseplay.
- Share a room with a child.
- Allow or engage in any form of inappropriate touching.
- Allow children to use inappropriate language unchallenged.
- Make sexually suggestive comments to a child, even in fun.
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature for children or disabled adults that they can do for themselves.
- Invite or allow children to stay at your home unsupervised.

Recruitment and selecting staff and volunteers

M-Pulsive Dance recognises that anyone may have the potential to abuse children in some way and therefore all reasonable steps will be taken to ensure that unsuitable people are prevented from working with children. When undertaking pre selection checks the following should be included:

- All volunteers/staff should complete an application form. This will elect information about an applicants past and a self disclosure about any criminal record
- Evidence of identity (passport or driving licence with photo)

- All staff should hold a Enhanced Disclosure (Disclosure Scotland) prior to first day in the post.

Responding to suspicions or allegations

It is not the responsibility of anyone working for M-Pulsive Dance in a paid or unpaid capacity to decide whether or not child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities.

Action to help the victim and prevent bullying in dance

All signs of bullying are taken very seriously and it is important to encourage all children to speak and share their concerns.

- Help the victim to speak out and tell the person in charge or someone in authority.
- The open environment which is encouraged should allow prospective victims to feel at ease to speak out.
- All allegations will be investigated and action will be taken to ensure the victim is safe. The victim and the bully/ies will be spoken to separately. The victim will be reassured that the persons in charge can be trusted and will help them, although one cannot promise to tell no one else.
- Records of what is said will be kept (what happened by whom, when etc)

Action towards bullies

- The person in charge will talk with the bullies, explain the situation and try to get the bully / ies to understand the consequences of their behaviour. An apology to the victim/s will be sought.
- Second stage of investigation will be to inform the parents. This will not be necessary in minor one-off cases that are resolved during class time.
- Bully/ies will be encouraged to change behaviour and supported.

Michelle Douglas (Principal)
M-Pulsive Dance

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Agreement to adhere to studio policies set in place by principal Michelle S Douglas whilst teaching classes on behalf of M-Pulsive Dance

I, (INSERT CONTRACTOR), agree with the above policies and procedures and will adhere to all of the guidelines whilst teaching at M-Pulsive Dance and outwith on behalf of principal Michelle S Douglas.

Signed: _____ Date: _____