



THEATRE4KIDS

CHILD PROTECTION POLICY

At THEATRE4KIDS our first priority is your child's safety and welfare. We recognise that we have a responsibility to safeguard the welfare of your child and to reassure you that appropriate policies and procedures are in place to ensure that your child takes part in classes at the school within a safe and secure environment.

Aim

We aim to ensure that Theatre4Kids:

- provides an environment in which children are safe and in which any suspicion or allegation of inappropriate behaviour is immediately responded to in line with the procedures agreed;
- to ensure that all adults within the school who have substantial access to children have been checked as to their suitability, including with the Criminal Records Bureau;
- all teaching applicants will be interviewed before an appointment is made and will be asked to provide at least one reference;
- all references will be followed up;
- all appointments will be subject to a probationary period.
- we teach in teams of at least two people, unless a relationship is already established with a group, in which case an individual may work alone.

Training

We will ensure:

- the child protection policy and protection is available to parents on the school website and on the information table at each class;
- all staff are aware that they have a professional responsibility to safeguard children.
- all staff have a recent Enhanced CRB check.
- all staff will have read and agreed to adhere to, the policy and procedures documents.

Child Safety

Theatre4Kids will operate a "whistle blowing" policy, whereby young people and staff can voice ANY concerns about abusive or unethical conduct. Staff & pupils should note that it takes courage to challenge inappropriate behaviour but that concerns should be voiced immediately. This will prevent further incidents and also make staff aware should anything take place in the future.

Theatre4Kids will follow the NSPCC's core values, which are based on the UN Convention on the Rights of the Child. They are:

- Children must be protected from all forms of violence and exploitation
- Everyone has a responsibility to support the care and protection of children
- We listen to children and young people, respect their views and respond to them directly
- Children should be encouraged and enabled to fulfil their potential
- We challenge inequalities for children and young people
- Every child must have someone to turn to

Photographs, Videos, Press and Publicity

The use of all cameras, audio or visual recording equipment must be authorised by Theatre4Kids. Before photos are published on our website and/or marketing material, parental permission is sought via signing the Theatre4Kids Terms and Conditions.

Where parents do not wish photos of their children to be taken and/or publicised, then this must be given in writing and Theatre4Kids will ensure that their wishes are respected.

The Legislation and Guidance that Supports this Policy

The Children Act 1989; The Police Act 1997; The Data Protection Act 1998; The Human Rights Act 1998; The Protection of Children Act 1999; The Criminal Justice and Court Services Act 2000.

Policy and Review

The directors will constantly review their policy, revising and enhancing it as necessary. In doing this they will look to the NSPCC and Arts Council of England for policy guidelines. They will seek to use best practice wherever that is to be found.

Policy dated August 2010