

## **Our safeguarding policy**

This policy applies to all staff, including, paid staff, volunteers and sessional workers, students or anyone working on behalf of Bethany Raey Performance Academy

### **The purpose of this policy is:**

- To protect children and young people who receive Bethany Raey Performance Academy services.
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding.

Bethany Raey Performance Academy 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 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 We recognise 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 will seek to keep children and young people safe by:
  - valuing them, listening to and respecting them
  - adopting child protection 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 and training
  - recruiting staff and volunteers safely, ensuring all necessary checks are made
  - sharing information about child protection and good practice with children, parents, staff and volunteers

- sharing concerns with agencies who need to know and involving parents and children appropriately. We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 12/06/2023 and will be reviewed every year.

Signed: Bethany Newman (this should be signed by the most senior person in your organisation, for example the safeguarding lead on your board of trustees).