

Child Safeguarding Policy

Child Safety at Bristol Academy of Drama

The safety and protection of children whilst at Bristol Academy of Drama is paramount and our team are committed to safeguarding and promoting children's welfare. Our aim is to provide a secure and safe environment.

Statement of Intent

Bristol Academy of Drama are committed to safeguarding the welfare of children and young people. We recognise our responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. Bristol Academy of Drama believe that the welfare of the child is paramount and that all children without exception have the right to protection from abuse.

Principles of Good Practice

At all times, Bristol Academy of Drama will:

- Put the welfare of children at the heart of all our work
- Assess the risks to children of its activities
- Recognise children's rights as individuals and accord them the respect they deserve by considering, listening to, acknowledging and valuing their opinions and needs
- Train all team members in child protection issues
- Review its policy and procedures regularly

Recruitment and Induction of the Team

Bristol Academy of Drama is committed to the equality and fair treatment of all core team members, freelance facilitators and potential candidates for posts within the company.

All facilitators and volunteers are called for interview and attend trial days to ensure their suitability.

Only facilitators and volunteers who hold a clear and current DBS will be left in charge of children.

Training on child protection forms part of the company induction programme for all team members, and will be updated on an annual basis, or as updates are required.

All Bristol Academy of Drama team members are educated on the following Bristol Academy of Drama Code of Conduct:

DO:

- Set a good example by using appropriate language, attitude and demeanour at all times
- Wear Bristol Academy of Drama branded clothing so children are clear and happy to approach all their staff.
- Stop or cancel activities if conditions are unsafe or unreasonable demands are being made
- Agree on appropriate discussion topics and exit strategies in advance if an activity has a particularly sensitive or emotional content.

- Keep physical contact to an appropriate level-due to the nature of the activities in our drama workshops, physical contact is often involved at a suitable level.
- Have a first aid trained member of staff in all lessons and performances

NEVER:

- Hit or physically assault or abuse children
- Show favouritism towards a child
- Promise to keep secrets
- Embarrass, ignore or single out a child
- Allow or engage in inappropriate touching
- Allow children to engage in abusive peer activities, e.g. bullying, mocking
- Arrange meetings with children outside organised activities without the prior consent of parents and Bristol Academy of Drama
- Smoke, use inappropriate language or have conversations of an adult nature

Use of photographic/filming equipment

Bristol Academy of Drama have a system of presumed consent as part of our terms and conditions which assumes consent is given unless told otherwise. It is a parent's responsibility to read the terms and conditions and are advised to do so when starting at BAD.

All photographic/ film material is used on our website, social media pages and promotional material only. If there is a request for any other source, parental permission will be requested.

Parents/guardians have the right to request to opt out of this.

Home-time Procedure

- If a parent/guardian is unable to collect their child from a workshop, they must notify the facilitator in advance, providing the name and contact number of the new collector.

Use of Parent Helpers during Shows

During technical/ dress rehearsals and performances, Bristol Academy of Drama sometimes recruits Parent Helpers to assist with supervision of children back stage.

All Parent Helpers will be given a copy of the school's Safeguarding Policy and the DfE's Safer Working Practices booklet. They are asked to sign to say that you have received and read these.

Reporting Systems

Bristol Academy of Drama recognises the importance of responding to, reporting and recording all concerns, allegations and disclosures by following the correct reporting processes.

Within Bristol Academy of Drama, The Designated Safeguarding Officer is Claire Moulds who is contactable on 07810628434.

Their role is to:

- Be the first person facilitators, volunteers or members of the public approach with concerns
- Ensure that safeguarding policy and procedures are being implemented and contact statutory organisations if necessary

What constitutes as a child protection concern?

- Unsettling remarks made by a child
- Concern about the inappropriate behaviour of a staff member such as negligence or favouritism
- Disclosures of information regarding abuse/harm of any kind
- Peer on Peer abuse i.e. bullying

Responding to concerns

All concerns will be recorded and passed on to the Designated Officer no matter how insignificant it may appear.

In the case of a child disclosing abuse, Bristol Academy of Drama team members should:

- Report concern to designated Safeguarding Officer
- Complete a report form and hand to the Designated Officer to be held confidentially

In the case of an allegation made against a BRISTOL ACADEMY OF DRAMA team member:

- Any team member against whom an allegation is made will be suspended for the duration of their contract or until the investigation is complete.
- Bristol Academy of Drama will keep detailed records of all reported incidents, allegations or concerns and will comply with requirements to supply information under data protection legislation

Communication of the Policy

Bristol Academy of Drama is committed to promoting good practice so therefore communicates its policy publicly and honestly online and sends its literature and guidelines to host schools, organisations, parents and guardians to highlight reporting and complaints procedures

Designated Safeguarding Officer: Claire Moulds
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