The Safeguarding policy is met by:

* Ensuring all staff and volunteers read and understand this policy with the opportunity to ask questions.
* Empowering children, listening, respecting and responding in a compassionate but effective way.
* To ensure that the voice of the child is heard and that a child-centred approach is taken at all times
* The Adele Stitch School of Dance (ASSOD) recognises that Safeguarding and protection of children is paramount and has priority over all other interests.
* ASSOD believe it always unacceptable for a child or young person to experience abuse of any kind.
* ASSOD understands that children can be harmed and/or abused by parents/family, other children,  carers, staff and others and that everyone who works with them has a responsibility for keeping them safe.
* ASSOD will ensure that it works in partnership with other agencies, children and their families so that they can receive the right help at the right time and everyone that comes into contact with them have an understanding that they have a role to play in identifying concerns, sharing information and taking prompt action.
* Additionally we believe that all children, regardless of ethnicity, gender, culture, sexual orientation, disability, faith or religious belief have a right to equal protection from all types of harm and abuse.
* ASSOD Ensure that all staff (and parent helpers/key stakeholders where necessary) hold a current DBS
* Ensures that ASSOD remembers that Safeguarding is everyone’s responsibility and a culture is promoted where staff and parents are able to raise concerns and whistleblow without fear.
* Ensure all staff (and parent helpers/key stakeholders where necessary) hold a current Safeguarding qualification.
* All staff are vigilant to the signs of abuse (physical, psychological and hidden harms)  and procedures to carry out to act upon them.   Including their statutory duty to listen, reassure and question appropriately if a disclosure is made.  If staff believe the child to be in immediate danger they will act immediately.
* All staff know to report to Adele Stitch (School Principal) or the appointed second unless there is a reason that they cannot and then they must report to their local authority as stated in [Working together to safeguard children 2023: statutory guidance (publishing.service.gov.uk)](https://assets.publishing.service.gov.uk/media/65803fe31c0c2a000d18cf40/Working_together_to_safeguard_children_2023_-_statutory_guidance.pdf)
* All staff are aware of and understand their local child protection policies and procedures for North Somerset
* All staff recognise that children with a disability and those with complex health needs are at an increased risk of abuse.  And that some children have increased vulnerability because of the previous experiences, level of dependency, communication needs or other issues.  All steps will be taken to ensure that the rights of all children are respected and opportunities for abuse minimised.
* Signposting to the local authority Safeguarding Team is on the School noticeboard.

-          All staff (and parent helpers/key stakeholders where necessary) understand the principles of confidentiality and information sharing under the UK GDPR and Data Protection Act 201. including using their own personal devise to photograph or record children in normal lesson time or within shows where permission has not been granted.  Adele Stitch will also follow the ‘7 Golden Rules’ as outlined in [Information sharing: advice for practitioners providing safeguarding services](https://assets.publishing.service.gov.uk/media/623c57d28fa8f540eea34c27/Information_sharing_advice_practitioners_safeguarding_services.pdf)

-          AS Understands that information can be shared legally without consent if ASSOD is unable or cannot be reasonably expected to gain consent from the individual or if to gain consent could place a child at risk.

* ASSOD ensures that all Safeguarding and Welfare matters will be acted upon both internally and by engaging multi agency safeguarding services where necessary. (Overall responsibility for co-ordinating multi agency responses will lie with the local authority)
* Where there is immediate danger staff will call the police and ensure the child is protected
* All information is monitored and recorded on incident forms, identifying training needs arising from these and ensuring these are actioned.
* Effective communication between staff within the school together with parents and key stakeholders.