



Safeguarding Policy

Introduction

At Fundamentally Dance, we acknowledge our fundamental duty to safeguard and promote the welfare of all children, young people and vulnerable adults participating in our activities both in the UK and internationally. We adhere strictly to Child Protection laws and guidelines in the territories we operate in, reflecting our commitment to providing a safe, respectful, and nurturing environment for all attendees.

Definition of a Child

A 'child' is anyone under the age of 18 years. Despite the independence that may come with children over 16, whether through employment, further education, or living arrangements, their rights to protection and appropriate services remain intact and uncompromised.

Fundamentally Dance also acknowledges the responsibility of protecting vulnerable adults - those under the age of 24.

Policy Purpose

This policy sets forth our commitment to:

- Protect children, young people and vulnerable adults from maltreatment.
- Prevent impairment of a vulnerable person's mental and physical health or development.
- Ensure that children and vulnerable people grow up in circumstances consistent with the provision of safe and effective care.
- Take action to enable all children, young people and vulnerable adults to have the best outcomes.

Scope of the Policy

This policy applies to all staff, workers, volunteers, and anyone working on behalf of Fundamentally Dance.

Safeguarding Principles

- Prevention: Ensuring all actions contribute positively to the welfare of children.
- Protection: Identifying and taking action against child maltreatment.
- Support: Assisting children to develop within a safe and secure environment.

Legal Framework

This policy has been drafted in accordance with advice drawn from both national and international guidance as Fundamentally Dance operates across several international territories.

Responsibilities

- Staff, Workers and Volunteers: Must ensure that they are familiar with this policy and adhere to its standards at all times.

Training

- All staff and volunteers will receive regular, updated training on safeguarding and child protection. This training includes recognizing the signs of abuse and knowing how to respond to concerns.

Practices When Hiring or Engaging Services

- Rigorous checks are conducted for any new hires coming into contact with children including International Working with Children Checks if operating overseas (or the equivalent in the territory where the project is being delivered) and Disclose and Barring Service checks completed for the UK.

- References are thoroughly verified to ensure suitability for working with children.
- Recognising Abuse
- Key staff are trained to recognize the signs of physical, emotional, sexual abuse, and neglect. A child's behaviour or appearance might also prompt concerns about welfare that staff should be attentive to and report.

Reporting Concerns

Any concern about a child's welfare must be reported to a team member without delay. Team members should then record and notify leaders in the organisation of the interaction. Senior Leaders are responsible for assessing information and deciding actions that may include reporting concerns to appropriate child protection services.

Confidentiality

Information regarding all cases will be handled confidentially and only shared with individuals directly involved in the child's welfare or where appropriate the relevant authorities.

Photography and Media

Consent is obtained for any use of photographic and video images featuring children or participants. These images may be used to promote Fundamentally Dance and its brand productions and services both locally and internationally, in all print and digital formats.

Review and Monitoring

This policy is reviewed annually and updated as necessary to ensure it meets current legal standards and best practices.

Emergency Contacts

In case of immediate risk or danger, contact the local authorities or emergency services.

Appendix A: Types of Abuse Defined

Physical Abuse:

Physical abuse is inflicting physical harm upon a child. This may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, or suffocating. It may also occur when a parent or caregiver fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse:

Emotional abuse is the persistent emotional maltreatment of a child which affects a child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them, or 'making fun' of what they say or how they communicate.

Sexual Abuse:

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware. These activities may involve physical contact, including assault by penetration or non-penetrative acts. They may also include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect:

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely resulting in the serious impairment of the child's health or development. Neglect may involve a parent or caregiver failing to provide adequate food, clothing and shelter, failing to protect a child from physical and emotional harm or danger, or the failure to ensure adequate supervision or access to medical care.

Appendix B: Recognising Signs of Abuse

Abuse and neglect may manifest in many ways, and staff should be vigilant about:

Changes in a child's behaviour or demeanour.

Physical signs such as unexplained bruises, burns, or injuries.

Indicators of neglect like poor hygiene, malnutrition, or withdrawal.

Signs of sexual abuse such as knowledge or interest in sexual acts inappropriate to the child's age, or use of sexual language.

Appendix C: Responding to Disclosures and Concerns

1. Listen and Reassure:

Listen carefully to what you are being told without displaying shock or disbelief.

Accept what you are told and reassure the child that they did the right thing in telling you.

Do not promise confidentiality; explain that you will need to tell someone else to help stop the abuse.

2. Act Immediately:

Do not attempt to investigate or interrogate; simply gather the facts as stated by the child.

Report the concern immediately to Senior Leaders.

Record in writing what was said using the child's own words as soon as possible.

3. Referral:

Senior Leaders will decide whether the concerns should be referred to children's social services or the police.

Ensure the referral is made within the same working day. Do not delay.

4. Post-Disclosure Actions:

Ensure the child is safe and feels safe.

Arrange for medical attention if necessary.

Keep detailed records of the incident, actions taken, and decisions made.