



## **Safeguarding Policy**

Cirque de Silk accepts duty & care for both children, young and vulnerable people. This policy has been written and put in place to ensure the safety of all the children and young people who take part in activities at Cirque de Silk. This applies to all staff, volunteers, and apprentices who are in regular contact with children, young and vulnerable people at Cirque de Silk.

### **Policies fundamental principles**

- Establishing and maintaining an environment in which the welfare of children, young and vulnerable people are paramount.
- We believe all children, young and vulnerable people have a right to protection from abuse regardless of their age, culture, disability, gender, language, ethnic origin, religious beliefs, or sexual identity.
- Understanding it is our responsibility to make staff, volunteers, and apprenticeships aware of the issues surrounding safeguarding of children, young and vulnerable people and to ensure they implement the policy and procedures outlined in this document.
- We recognise the risk of abuse related with an imbalance of power for example between teacher and student.
- All children and young people should be encouraged to fulfill their potential. We believe and treat all individuals with equal opportunities and rights despite their age, culture, disability, gender, language, ethnic origin, religious beliefs, or sexual identity.

\*The terms children and young people are defined as a person under the age of 18 years old.

### **Policy Aims**

- To ensure all the safety and protection of all children, young people and vulnerable people whilst in the care of Cirque de Silk
- To ensure all allegations of abuse are taken seriously and responded to appropriately. Information about suspected abuse, disclosure, or concern about radicalisation will be recorded as soon as possible on our Logging forms. This will include time, date, and a factual report of what has happened. The organisation's DSL will decide on the appropriate course of action.
- To ensure that everyone has access to training, information and guidance in the area of keeping children, and young people safe from harm.
- To enable all staff, volunteers and apprentices to make informed and confident responses around the protection of children, young and vulnerable people.
- To create an environment where all individuals feel safe and respect each other's individuality.

### **Supporting and spotting students in aerial class**

Parents, guardians, and students are made aware that to ensure we keep our students safe during aerial class our teachers will have to make physical contact with their students when they're on the equipment. All teachers have had the correct and appropriate training to ensure the students safety is our main priority. A student must let a teacher know if there has been any report of injury or accident prior to class. We must be aware that aerial training can be subject to friction burns and bruises due to the nature of the sport, although all incidents and accidents will be recorded appropriately.

### **Use of mobile phones and digital equipment**

Photographs will only be taken of children with their parents'/guardians' permission. Once granted permission photographs may be used for promotional material on our website and social sites unless a parent/guardian has stated otherwise. These photos can be sent to parents/guardians to track the progress of the children when requested. Photos will be deleted from the organisation's device after 3 days.

### **Safeguarding Team**

Phoebe Hoyle - Completed Introduction to Child Protection & Child Protection Basic Awareness & Chaperone License for North Somerset

Fiona Shirley - Completed Introduction to Child Protection

Helen Luckins - Designated Safeguarding Lead 07929083485

### **Useful contact numbers**

Somerset Children's Social Care : 0300 123 2224

Out of hours: 0300 123 23 27

Email : [childrens@somerset.gov.uk](mailto:childrens@somerset.gov.uk)

NSPCC Helpline: 0808 800 5000

LADO (local authority designated officer) : Anthony Gobell 0300 123 3078

### **Guidance and Legislation**

***Working together to Safeguard children 2018-*** A guide to inter-agency working to safeguard and promote the welfare of children.

***The Police Act 1997*** - It makes it a criminal offense for an employer not to check an employee working with children or vulnerable adults and/or knowingly give a job to someone who is inappropriate to work with children or vulnerable adults.

***Children Act 2004*** - outlines the statutory duty on key people and bodies to make arrangements to safeguard and promote the welfare of children, young and vulnerable people.

***The Criminal Justice and Court Services Act 2000*** - superseded *The Protection of Children Act 1999* and is specifically about disclosure and child protection issues.

***The Sexual Offences Act 2003*** - specifically highlights that it is an offence for an adult - such as a teacher - to have a sexual relationship with a child when that person is in a position of trust related to the child.

This policy was last reviewed in February 2020.

Signed.....Phoebe Hoyle.....

Date...02.02.2020.....