

Child Protection Policy

The Performance Programme (TPP)

The Performance Programme is fully committed to safeguarding the welfare of all children and young people.

It recognises it's responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. The Performance Programme acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

All staff will endeavour to work together to encourage the development of an ethos embracing difference and diversity, and respecting the rights of children, young people and adults.

The Performance Programme believes that:

- We have a responsibility to safeguard the welfare of all students we teach and ensure that appropriate policies and procedures are in place so that students may take part in classes and shows within a safe and secure environment.
- The welfare of the child is paramount.
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/ or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately by the designated Safeguarding Officers.
- All members and employees of The Performance Programme should have a clear understanding of how to respond appropriately.

The Performance Programme will ensure that:

- We provide an environment in which children are safe, can learn and develop at their own pace and are aware that there are always adults in whom they can trust.
- All students will be treated equally with respect and dignity.
- The welfare of each student will always be put first.
- Enthusiastic and constructive feedback will be given rather than negative criticism.
- Bullying will not be tolerated.
- Action will be taken to stop any inappropriate verbal or physical behaviour.
- We will work with the venues we hire to provide a safe and secure environment.
- We will endeavour to keep up to date with changes in legislation and policies for the protection of children and health and safety.
- We will hold a register of every child involved with The Performance Programme and will retain a contact name and number close at hand in case of emergencies.
- The Performance Programme has dedicated Safeguarding Officers, who are in charge of ensuring that the child protection policy and procedures are adhered to.

In implementing this child protection policy The Performance Programme will:

- Communicate to all staff their legal and moral responsibility to protect children and young people from harm, abuse and exploitation.
- Communicate to all staff their responsibility to work to the standards that are detailed in the Child Protection Policy and the need to maintain high standards of practice in the protection of children at all times.
- Ensure that all staff understand their duty to report concerns that arise about a child or young person, or any staff conduct towards a child/young person, to The Performance Programme's Safeguarding Officers.
- Ensure that The Performance Programme's Safeguarding Officers understand their responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. Police and/or Children's Social Care).
- Ensure that any procedures relating to the conduct of staff are implemented in a consistent manner.
- Ensure students and their parents or carers have access to and can comment upon this Child Protection Policy and its procedures.
- Ensure this policy will be regularly monitored by the Principals of The Performance Programme and will be subject to annual review.

This Policy was issued by The Performance Programme Dec 2023
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