



SAFEGUARDING AND CHILD PROTECTION POLICY

Herts Performing Arts Stage School

Policy Date: March 2026

Review Date: March 2027

1. Policy Statement

Herts Performing Arts Stage School is fully committed to safeguarding and promoting the welfare of all children aged 4–11.

We believe that:

- The welfare of the child is paramount
 - All children have the right to protection from harm
 - Safeguarding is everyone's responsibility
 - All concerns will be taken seriously and acted upon promptly
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2. Legal Framework

This policy is based on current UK safeguarding legislation and guidance, including:

- Working Together to Safeguard Children (2026)
- Children Act 1989 and 2004
- Keeping Children Safe in Education (2025)
- Safeguarding Vulnerable Groups Act 2006

Safeguarding includes protecting children from harm, preventing impairment of development, and ensuring safe and effective care.

3. Scope

This policy applies to:

- All children attending the stage school
 - All staff, volunteers, and visiting practitioners
 - All activities including classes, rehearsals, performances, and online sessions
 - All venues used by the school
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4. Roles and Responsibilities

Designated Safeguarding Lead (DSL): Elizabeth Townsend

Contact Details: hertsperformingarts@yahoo.com or 07753 754452

Deputy DSL: Rebecca Grant

The DSL is responsible for:

- Managing safeguarding concerns
- Liaising with external agencies
- Keeping accurate and secure records
- Ensuring staff training is up to date

All staff must:

- Be vigilant
 - Report concerns immediately
 - Maintain professional boundaries
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5. Types of Abuse

Staff should be aware of the following types of abuse:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

Additional safeguarding concerns include:

- Bullying (including peer-on-peer)
- Online safety risks
- Exploitation

6. Safer Recruitment

We ensure that:

- All staff have enhanced DBS checks
 - References are obtained
 - Identity checks are completed
 - Safeguarding training is completed before working with children
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7. Code of Conduct

All staff must:

- Treat children with respect and dignity
 - Avoid being alone with a child where possible
 - Use appropriate language at all times
 - Never engage in inappropriate physical contact
 - Not contact children via personal social media
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8. Health & Safety and Supervision

We ensure that:

- Appropriate adult-to-child ratios are maintained
 - Children are signed in and out by a parent/carer
 - Clear procedures exist for late collection
 - Risk assessments are completed for all activities and venues
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9. Photography and Media

- Parental consent is obtained before taking images
 - Images are stored securely
 - Personal devices are not used without permission
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10. Responding to Concerns

If a child discloses information or a concern arises:

1. Listen carefully
2. Reassure the child
3. Do not promise confidentiality
4. Record exactly what was said
5. Report immediately to the DSL

All concerns must be taken seriously.

11. Allegations Against Staff

- Must be reported immediately to the DSL
 - May be referred to the Local Authority Designated Officer (LADO)
 - Appropriate action will be taken
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12. Whistleblowing

Staff are encouraged to report concerns about:

- Poor practice
- Unsafe behaviour

All concerns will be handled confidentially.

13. Online Safety

- Children are supervised during any online activity
 - Only secure platforms are used
 - No private communication between staff and children
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14. Equality and Inclusion

Safeguarding applies to all children equally, regardless of:

- Age
- Disability

- Gender
- Ethnicity
- Religion

15. Working with Parents

We aim to:

- Build open and transparent relationships
 - Share concerns appropriately
 - Work in partnership to promote child welfare
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16. Review and Monitoring

- This policy is reviewed annually
- Updated in line with current legislation
- Staff receive regular safeguarding training

Signed:



Date: 29/03/2026