

Child Protection & Safeguarding Policy

Organisation: Calling U Out (CUO)

Applies to: Children, young people (under 18) and vulnerable adults

1. Policy Statement

Calling U Out (CUO) recognises its moral and legal responsibility to safeguard and promote the welfare of all children, young people and vulnerable adults who participate in or attend CUO events, competitions, workshops, training days and associated activities. CUO operates primarily as a **dance events and competition organisation** and safeguarding is embedded across all aspects of event planning, delivery and staffing.

CUO does **not** operate backstage or dressing-room environments. All activity takes place in open, public or supervised venue spaces such as sports halls, studios, leisure centres and theatres, with children remaining under the responsibility of their parent, legal guardian, registered chaperone or their dance school unless otherwise agreed in writing.

This policy is informed by and operates in line with current UK legislation and statutory guidance, including but not limited to: - Children Act 1989 & 2004 - Working Together to Safeguard Children (2018, updated guidance) - Safeguarding Vulnerable Groups Act 2006 - Children (Performances and Activities) (England) Regulations 2014 - Education Act 2002

The welfare of the child is paramount.

CUO aims to: - Provide a safe, inclusive and well-managed event environment - Promote children's confidence, wellbeing and positive participation - Ensure children feel respected, listened to and supported - Identify and respond appropriately to safeguarding concerns - Ensure clear reporting pathways are followed at all times

2. Scope of the Policy

This policy applies to: - All CUO staff (paid or unpaid) - Freelance teachers and judges - Volunteers and contractors - Chaperones and assistants - Any adult acting on behalf of CUO

For the purposes of this policy, references to *children* include young people under 18 and vulnerable adults of any age.

3. General Duties for All Staff

All adults working with or on behalf of CUO must: - Place the welfare of the child above all other considerations - Agree to ongoing suitability checks, including Enhanced DBS where applicable - Follow this policy and associated procedures at all times - Maintain professional boundaries - Take reasonable

steps to protect children from harm and hazards - Report any safeguarding concerns immediately - Take prompt and appropriate action if an accident or incident occurs

4. Roles and Responsibilities

All Staff, Judges, Freelancers and Volunteers

All adults working on behalf of CUO must: - Maintain professional conduct at all times - Work visibly and openly in public event spaces - Never assume responsibility for a child unless explicitly agreed - Follow CUO safeguarding procedures and venue policies - Report concerns immediately to the Designated Safeguarding Lead (DSL) - Avoid one-to-one situations where possible

Designated Safeguarding Lead (DSL)

CUO will appoint one or more Designated Safeguarding Leads (DSLs) for each event or season who will: - Act as the first point of contact for safeguarding concerns - Liaise with venue safeguarding officers where applicable - Record, manage and store safeguarding concerns securely - Refer concerns to statutory agencies where required - Support staff, volunteers and parents through safeguarding processes - Ensure safeguarding information is available at events

5. Admission & Consent Procedures

- Emergency contact details and medical information must be held for all participants
 - Parent/guardian consent must be obtained where required
 - Parents/guardians will be informed that safeguarding concerns may be shared with statutory agencies
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6. Code of Behaviour for Staff

DO:

- Behave professionally, respectfully and responsibly
- Treat all children and vulnerable adults equally
- Communicate clearly and age-appropriately
- Be approachable and supportive
- Report concerns promptly
- Work openly and transparently

DO NOT:

- Use inappropriate language or behaviour
- Engage in inappropriate physical contact
- Show favouritism
- Place yourself or a child in a vulnerable situation
- Use threats, aggression or humiliation
- Take photographs without consent

Failure to follow this code may result in disciplinary action, including dismissal.

7. Physical Contact

CUO staff and associates do not routinely engage in physical contact with children. Where limited physical contact may occur (for example, assisting a child who is injured or distressed), this must: - Be clearly necessary and appropriate - Be minimal and proportionate - Take place in open view of others - Never be secretive or prolonged

CUO staff must not physically correct choreography, technique or movement. Any technical instruction remains the responsibility of the child's dance teacher.

8. Photography & Media

CUO events may involve photography and filming for event documentation, promotion and live streaming.

- Parental consent is obtained through event registration processes
- Schools and parents are informed in advance where media is present
- Images are used responsibly and in line with GDPR
- Children will not be identified by name alongside images
- Parents may notify CUO if they do not consent to photography

Independent photography by parents and spectators is subject to venue rules and CUO event guidance.

9. Accidents & First Aid

- All accidents must be recorded in the accident book
 - First aid should be administered by a qualified first aider where possible
 - Emergency services should be contacted if there is any doubt
 - Parents/guardians should be informed as soon as practicable
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10. Recognising Abuse

Abuse may be: - **Physical** - **Sexual** - **Emotional** - **Neglect**

All staff should familiarise themselves with the signs and indicators of abuse.

11. Responding to Concerns or Disclosure

If a child discloses abuse: - Listen carefully and take them seriously - Do not promise confidentiality - Do not ask leading questions - Record the disclosure accurately using the child's own words - Report immediately to the DSL

Staff must **not** investigate allegations themselves.

12. Allegations Against Staff

- Any allegation against a member of staff must be reported immediately to the DSL
 - If the allegation concerns the DSL, it must be reported to another senior manager or directly to Children's Services
 - The alleged individual should not be confronted
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13. Recording & Confidentiality

- All safeguarding records must be factual, dated and signed
 - Records must be stored securely
 - Information will only be shared on a need-to-know basis
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14. Safe Recruitment

CUO follows safer recruitment practices, including: - Identity verification - Enhanced DBS checks where appropriate - Reference checks - Safeguarding questions at interview - Induction and probation periods

15. Training & Awareness

- All staff will receive safeguarding information during induction
 - Ongoing training will be provided as required
 - This policy will be reviewed annually
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16. Designated Safeguarding Leads

Name: Claire Loyd

Role: Director

Contact Details: 07958346854 - Claire@Base-dance.com

17. Policy Review & Signatures

This policy will be reviewed annually or sooner if legislation or guidance changes.

Signed: 

Name: ~~Chris Loyd~~

Position: Director

Date: 15/01/2025