

Child Protection

Knives Theatre Company Limited Child Protection Policy

Our first priority is your child's safety and welfare. We recognise that we have a responsibility to safeguard the welfare of your child and to reassure you that appropriate policies and procedures are in place to ensure that your child takes part in classes and performances at the school within a safe and secure environment.

Aim

We aim to ensure that Knives Theatre Company Limited:

- provides an environment in which children are safe and in which any suspicion or allegation of inappropriate behaviour is immediately responded to in line with the procedures agreed;
- to ensure that all adults within the school who have substantial access to children have been checked as to their suitability, including with the Disclosure and Barring Service;
- all teaching applicants will be interviewed before an appointment is made and will be asked to provide at least one reference;
- all references will be followed up;
- all appointments will be subject to a probationary period.
- we teach in teams of at least two people, unless a relationship is already established with a group, in which case an individual may work alone.

Training

We will ensure:

- the child protection policy and protection is available to parents on the school website and in the information folder at each class;
- all staff are aware that they have a professional responsibility to safeguard children.
- all staff have a recent Enhanced DBS check.
- all staff will have a chaperone's licence issued by the county council
- all staff will have read and agreed to adhere to, the policy and procedures documents.
- the Principal of Knives Theatre Company Limited will regularly complete the NSPCC's 'Introduction to Safeguarding' course and have a valid First Aid certificate.
- all parent chaperones for performances will have a recent Enhanced DBS checks via Knives Theatre Company Limited

Child Safety

Knives Theatre Company Limited will operate a "whistle blowing" policy, whereby young people and staff can voice ANY concerns about abusive or unethical conduct. Staff & pupils should note that it takes courage to challenge inappropriate behaviour but that concerns should be voiced immediately. This will prevent further incidents and also make staff aware should anything take place in the future.

Knives Theatre Company Limited will follow the NSPCC's core values, which are based on the UN Convention on the Rights of the Child. They are:

- Children must be protected from all forms of violence and exploitation
- Everyone has a responsibility to support the care and protection of children
- We listen to children and young people, respect their views and respond to them directly
- Children should be encouraged and enabled to fulfil their potential
- We challenge inequalities for children and young people
- Every child must have someone to turn to

Photographs, Videos, Press and Publicity

The use of all cameras, audio or visual recording equipment must be authorised by Knaves Theatre Company Limited.

Before photos are published on our website and/or marketing material, parental permission is sought via signing the Knaves Theatre Company Limited Terms and Conditions.

Where parents do not wish photos of their children to be taken and/or publicised, then this must be given in writing and Knaves Theatre Company Limited will ensure that their wishes are respected.

Social Media

No teacher shall engage with a pupil via social media, unless it is through the closed FB page for Knaves Theatre Company Limited Parents and Pupils. This includes; Facebook, Instagram, Snapchat and Whatsapp. Older students (16+) may be communicated directly via email but all email correspondence must have the parent copied into the email. Teachers also should not have mobile phone numbers for any student, unless there is a specific reason. The first point of contact is with the parent.

The Legislation and Guidance that Supports this Policy

The Children Act 2004; The Police Act 1997; The Data Protection Act 1998; The Human Rights Act 1998; The

Protection of Children Act 1999; The Criminal Justice and Court Services Act 2000.

Policy and Review

The directors will constantly review their policy, revising and enhancing it as necessary. In doing this they will look to the NSPCC and Arts Council of England for policy guidelines. They will seek to use best practice wherever that is to be found.

Policy updated March 2021

Safeguarding

Measures taken to ensure a safe environment

Knaves Theatre Company Limited ensures that measures are taken to safeguard your child including; enhanced DBS checks, LEA chaperone licenses and First Aid training for its staff.

All staff undergo regular Enhanced DBS checks and any additional adult chaperones for performances are also DBS checked for your child's safety. In addition, the teachers at Knaves Theatre Company Limited are all approved registered chaperones with their Local Education Authority enabling them to work with children required to be licensed by their LEA.

First Aid training is also offered to staff and we ensure that a First Aider is present at all Knaves Theatre Company Limited classes and performances.