

## Child Protection Policy

### **Introduction**

CJ's Dance and Fitness sees working with children as a privilege and respects that it is also a great responsibility. We honour the trust parents have bestowed to us when looking after their children, caring for them and keeping them safe. Note the term 'children' in this policy refers to all persons under the age of 18

CJ's Dance and Fitness is committed to creating an environment that enables children to learn and develop in a safe, understanding and encouraging environment.

It is essential to CJ's to ensure all employees have a valid CRB check and are registered with the ISA (when this comes into force). CJ's are fully aware that it is a criminal offence for an employer to take on a person in a regulated activity if they have been barred by the ISA.

CJ's Dance and Fitness recognise that child abuse can occur in all cultures religion and social classes. All children have the right to be protected. Children who have been abused deserve care respect and sensitivity.

CJ's Dance and Fitness is committed to the protection from harm and safekeeping of all children who attend the school. It is necessary for CJ's Dance and Fitness to ensure suitable and adequate supervision of all students whenever they are participating in activities relating to the school.

CJ's Dance and Fitness will take appropriate steps to ensure that children are not at risk of injury, whether to their physical or mental health and wellbeing.

CJ's Dance and Fitness aspires to ensure that all staff, assistants and volunteers follow a code of conduct (see appendix A). This should guarantee all workers respond and record appropriately to any abuse, which is discovered.

### **Policy aims**

This policy aims to:

- Demonstrate CJ's Dance and Fitness' commitment to protecting all children who use our service.
- Provide information and support to staff, assistants and volunteers in relation to child protection.

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- Provide a clear and effective framework for staff, assistants and volunteers for safeguarding children.
- Provides clear procedures for reporting and recording suspicions, disclosures and allegations of abuse, including allegations against CJ's Dance and Fitness personnel.

#### **Legislation**

CJ's Dance and Fitness aims to comply with the requirements of:

- The Children Act 1989
- The Human Right Act
- The United Nations Convention on the Rights of the Child (Ratified by the UK Government in 1991)
- The Protection of Children Act 1999
- The Children Act 2004

#### **Definitions**

CJ's Dance and Fitness recognises the following definitions of child abuse, which are based on those from "Working Together to Safeguard Children." (Department of Health, Home Office, Department for Education and Employment, 1999).

##### **Physical Abuse**

This may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or the threat of physical abuse. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after.

##### **Emotional Abuse**

The persistent emotional ill treatment of a child, such as to cause severe and persistent adverse effects on the child's emotional development. It may involve making a child feel or believe that they are worthless or unloved, inadequate or undervalued. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

##### **Sexual Abuse**

This involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of or consents to what is happening. Sexual abuse may also include non contact activities, such as involving children in looking at or in the production of pornographic material, watching sexual activities or encouraging children to behave in sexually inappropriate ways. Boys and girls can be sexually abused by males and/or females, by adults and by other young people, and by people from all different walks of life.

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**Neglect**

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, leaving a young child home alone or the failure to ensure a child gets appropriate medical care or treatment. It may also include neglect of or unresponsiveness to, a child's basic emotional needs.

**Note**

Bullying is not an official category of child abuse but is damaging, harmful and oppressive. It is vital not to underestimate the damage that can be caused by bullying. CJ's Dance and Fitness believes that bullying should also be reported and appropriate action taken to ensure it is eliminated.

**Meeting Policy Objectives**

All Staff have a responsibility to ensure they know and fully understand this child protection policy

For further guidance on how to correctly implement the policy when working all staff should follow "CJ's Dance and Fitness' Code of Conduct" (see appendix A).

Overall Responsibility to ensure the implementation of the child protection policy takes place lies with the school's principal. This role includes taking responsibility for handling disclosure or suspicions of abuse, co-ordinating referrals and investigations and liaising with relevant agencies.

The schools principal will ensure that staff, assistants, helpers and volunteers respond appropriately should abuse be discovered or disclosed and that any incidents are fully recorded (see appendix B).

The schools principal will develop links with relevant agencies, sharing information where necessary and involving parent/guardians and children appropriately

**Assessment and Monitoring**

The school's principal has overall responsibility for the monitoring and development of the Child Protection Policy:

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The schools principal role is to:

- Monitor the effectiveness and validity of the policy, ensuring the policy conforms with amendments to legislation
- To ensure that staff are fully aware of and understand the policy.
- Communicate with employees on the implementation of the policy.
- Provide effective management to all staff through supervision support and further training.

### **Arrangements for publicising the policy**

Copies of the Child Protection Policy will be given to all new employees. Further copies for existing staff will be available on the website. Copies will also be available in the school's waiting area for visitors and students.

### **Complaints**

Any complaints regarding failure of CJ's Dance and Fitness to comply with this policy will be treated seriously. Anyone who wishes to make a complaint should do so by using CJ's Dance and Fitness Complaints Procedure, available on the website or in the school's waiting area.

### **Review**

The Child Protection Policy will be reviewed regularly by the school's principal.

**Date:**

**Principal Signature:**