



Child Protection Policy

Integr8 Dance

Policy for the Protection of Children and Vulnerable People

Introduction

Integr8 Dance is committed to safeguarding the welfare of the children with whom it works, and promotes best practice with regard to the protection of children and vulnerable people.

Integr8 Dance has established the following code of practice:

New guidance from the Department for Education and Skills (DfES) requires an enhanced level of checking for any person who comes into contact with children.

Position statement

Integr8 Dance is committed to the belief that:

- The welfare of the child and vulnerable person is paramount
- All children and vulnerable people, 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 will be taken seriously and responded to swiftly and appropriately
- Staff (paid and unpaid) should be clear on how to respond appropriately
- We seek to promote a positive ethos of collaborative work between the professional dance sector and children/vulnerable people

Accountability

Integr8 Dance takes every reasonable step to ensure that children and vulnerable people are protected where:

- Employees of Integr8 Dance (including freelance practitioners) are directly involved with a class/workshop or performance
- Volunteers of Integr8 Dance are directly involved with a class/workshop or performance



Key Guidelines

Integr8 Dance employs the following key guidelines for the protection of children and vulnerable people who are participating in sessions arranged with or by Integr8 Dance

- For sessions that take are arranged for a third party (e.g. schools, community groups) it is the responsibility of the third party to register participants.
- All staff are given clear established roles for their education work
- All existing staff and freelancers employed by the company are police/CRB checked to ensure that no one has a conviction for criminal offences against children
 - When working in schools workshops are conducted in the presence of a teacher
 - Integr8 Dance where possible has two dance teachers per session when taking place in a hired building.
 - Children are supervised at all times during sessions, including breaks.
 - Children are registered for sessions that are run solely by Integr8 Dance.
 - Dance teachers are required to ensure that Health and Safety and Duty of Care requirements are met in the working environment during sessions.
 - Integr8 Dance aims to ensure that the special needs of children participating in workshops are noted and accommodated prior to the commencement of a workshop/s.

Reporting

Integr8 Dance has the following procedures for reporting accidents, incidents or cases of suspected abuse:

- Employees of Integr8 Dance including freelance practitioners are required to report any problems and or incidents as soon as possible to the Managing Director
- Accidents must be recorded on an Integr8 Dance accident form and emailed to the Managing director. Serious injuries in which emergency services are called should be reported immediately by phone to the managing director.
- Suspected cases of child abuse must be reported directly to the Managing director. Information must be treated in the strictest confidence.
- It is the responsibility of the Managing Director to report this incident to report the incident to the relevant authorities if it is deemed necessary to do so.



- All information will be treated with in the strictest confidence and only shared with other parties/agencies when it is deemed necessary and is in the interests of the child/children affected.

Definitions

A Child:

- *The Children Act 1989* defines a child as someone who is under the age of 18.

A Vulnerable Person:

- A vulnerable person is defined as anyone who is in a position where they cannot care for themselves and are reliant upon a carer. This would include, for instance, adults with disabilities, elderly people, young people and children.

Types of Abuse

Neglect:

The persistent or server neglect of a child, or failure to protect a child from exposure to any kind of danger, including cold or starvation, or extreme failure to carry out important aspects of care, resulting in the significant impairment of the child's health or development, including non-organic failure to thrive.

Physical Injury:

Actual or likely physical injury in a child, or failure to prevent physical injury (or suffering) to a child including deliberate poisoning, suffocation and Munchausen's syndrome by proxy.

Sexual Abuse:

Actual or likely sexual exploitation of child or adolescent. The child may be dependent and/or developmentally immature.

Emotional Abuse:

Actual of likely server effect on their emotional and behavioural development of a child caused by persistent or severe emotional ill treatment.



Signs and symptoms of abuse

There is no clear dividing line between one type of abuse and another. The following section is divided into four areas to help categorise what may be seen or heard. Children may show symptoms from one or all of the categories.

NB: This should not be used as a checklist: workers and volunteers should be aware of anything unusual displayed by the child.

Physical Abuse	<ul style="list-style-type: none">• Bruises in places that are not usually harmed in normal play• Bruise marks consistent with either straps or slaps• Undue fear of adults• Aggression towards others• Unexplained injuries or burns – particularly if they are recurrent.
Physical Neglect	<ul style="list-style-type: none">• Exposure to danger/lack of supervision• Inadequate/inappropriate clothing• Constant hunger• Poor standards of hygiene, and• Untreated illnesses
Emotional Abuse	<ul style="list-style-type: none">• Overly withdrawn child• Overly aggressive child• Constant wetting or soiling• Frequent vomiting• Persistent rocking movement• Very poor language development, and• Inability to relate to peers or adults



Sexual abuse	<ul style="list-style-type: none">• Language and drawing inappropriate for their age• Sexual knowledge inappropriate for their age• Wariness on being approached• Soreness in the genital area• Unexplained rashes or marks in the genital areas• Pain on urination• Difficulty in walking or sitting• Stained or bloody underclothes• Recurrent tummy pains or headaches, and• Bruises on inner thigh or buttock.
Remember- Signs and symptoms often appear in a cluster, but also many of the indicators above may be caused by other factors	

It is our duty to report anything we see or hear that leads us to think that a child may be neglected, or suffering physical, sexual or emotional abuse.

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