

ACADEMY CHILD PROTECTION POLICY

“The welfare of the child is paramount” (Children Act 1989).

The Joyce Marshall Academy of Performing Arts is an inclusive organisation: all children, regardless of gender, race, ability or background are welcomed. The Academy is committed to working with, and respecting, all children and their families. Furthermore, the Academy will always respect the wishes of the parents in relation to their own child. Working in partnership with parents is a core value. The Academy recognises that children are vulnerable and benefit from Human Rights directed specifically at them. Consequently, there is a set of measures in place to protect individuals and promote these rights.

PERSONNEL

All Academy staff members are CRB cleared. All staff members also have vocational experience and/or recognised teaching/childcare qualifications.

POLICIES AND PROCEDURES

- All activities and venues are extensively risk assessed prior to involving the children,
- Health and safety procedures are appropriately in place.
- Emergency contact details are retained by staff.
- Medical/allergy/specific needs information is confidentially kept by staff.
- Children are dropped off prior to, and collected at the end of, the session under the supervision of the Academy staff.

PERSONAL DEVELOPMENT

- Children are always allowed to opt out of an activity.
- Children are encouraged to express their own views and opinions.
- Children’s preferences are sought and listened to at all times.
- Children are encouraged, in their classes, to express themselves and become strong, independent, individuals.

CHILD PROTECTION

- Academy staff members are vigilant in terms of child protection. Any signs/symptoms of abuse will be disclosed with parents/carers and referred to police/social services if appropriate.
- Partial/full disclosure by a child will be taken seriously. Information will be shared with parents and relevant authorities.
- Accurate, factual records will be kept and may be used as evidence.