

Child Protection Policy - 2018

Introduction

Lauren Healey Dance Academy is committed to the prevention of abuse and to the well-being its students.

LHDA recognises that all staff and Trustees have a full and active part to play in protecting students from harm. Overall responsibility, implementation and review of this policy rest with the Principal of LHDA.

This policy covers all staff of LHDA who have direct or indirect contact with children, as well as those professionals contracted or invited to provide services to children in the care of LHDA. This includes teaching and non-teaching staff.

This Policy will be reviewed annually, and updated regularly in the light of operational experience and in line with changes in legislation and associated policies.

Definition of Child Abuse

The Children, Young Persons and their Families Act, 1989, defines child abuse as "...the harming (whether physically, emotionally, sexually), ill-treatment, abuse, neglect, or deprivation of any child or young person".

Roles and Responsibilities of Staff

All LHDA staff have a responsibility to keep children safe and have a role in reporting concerns of potential or actual abuse.

It is the responsibility of staff to be vigilant, have knowledge and awareness of the indicators of neglect, potential or actual abuse and to report any concerns, suspicions or allegations of suspected abuse immediately and ensure that the concern is taken seriously and reported. The Principal of LHDA is the appointed Designated Person for Child Protection.

Child Protection Procedures

All concerns of potential, suspected or alleged abuse must be brought to the attention of the Designated Person (DP) for Child Protection. A decision will be made as to whether to seek further advice or notify Child Youth and Family.

Under no circumstances will a member of staff attempt to conduct an investigation or deal with concerns regarding child abuse alone.

All decisions made, including if the concern does not require notifying Child Youth and Family, will be recorded in writing and kept securely in a Child Protection file with the reasons clearly identified and explained.

Safe Recruitment of Staff

LHDA will undertake a series of checks to ascertain a teacher's suitability to work within the school.

- Verification of identification will be undertaken.
- Verification of qualifications (and registration where appropriate) will be undertaken.
- Safety checks which include police check and personal reference checks, followed by a structured interview or personal assessment process. Attitudes towards children and safety around them will be assessed during this process.
- Full records will be kept, and attention to HR practices maintained.

Training of Staff

All staff will receive child protection training at the level appropriate to their role. All staff will update their child protection training every three years as a minimum.

Safe Working Practice

All staff are expected to behave in manners that maintain appropriate professional boundaries.

Allegations made against members of staff

Allegations, suspicions or complaints of abuse against staff, volunteers or representatives of other agencies must be taken seriously and reported to the Principal who will deal with them immediately and sensitively.