



# Strongholds Child Protection Policy 2023:

Stronghold Dance Company is fully committed to safeguarding the welfare of all children in our care. We recognise the responsibility to promote a safe environment for children to practise and do so without any harm, abuse and exploitation. For the purposes of this policy and associated procedures a child is recognised as someone under the age of 18 years.

Staff and volunteers will work together to embrace difference and diversity and respect the rights of children and young people.

This document outlines Stronghold's commitment to protecting children.

## **These guidelines are based on the following principles:**

- The welfare of children is the primary concern.
- All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- Child protection is everyone's responsibility.
- Children have the right to express views on all matters which affect them, should they wish to do so.
- Organisations shall work in partnership together with children and parents/carers to promote the welfare, health and development of children.

## **Stronghold will:**

- Promote the health and welfare of children by providing opportunities for them to take part in dance safely.
- Respect and promote the rights, wishes and feelings of children.
- Promote and implement appropriate procedures to safeguard the well-being of children and protect them from abuse.
- Recruit, train, support and supervise its staff, members and volunteers to adopt best practices to safeguard and protect children from abuse and to reduce risk to themselves.
- Require staff, members and volunteers to adopt and abide by this Child Protection Policy and these procedures.
- Respond to any allegations of misconduct or abuse of children in line with this Policy and these procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.

- Observe guidelines issued by local Child Protection Committees for the protection of children.
- Regularly monitor and evaluate the implementation of this Policy and these procedures.

### **Child Licensing**

The new regulations set out maximum hours per day for which children of certain ages can be present on set, and minimum requirements for breaks depending on the age of the child. These breaks and restrictions are mandatory and cannot be modified, even with the consent of the chaperone. Chaperones may in addition request additional breaks or longer periods between performances if the child's welfare demands.

Children should not be required to be on set before 7am and must leave the set by 11pm if over 5 years of age, and 10pm if younger, unless the consent of the Licensing Authority has been sought. Specific consent must also be sought for any night work.

### **Privacy and Consent Online**

When we publish any information about children online, we should ensure it is editorially appropriate, and should be sensitive to concerns that publication of too much information could put a child at risk. Combinations of written and visual information are a particularly sensitive area. Any information about children should only be used for the purpose for which it was sent. It should be retained securely and shouldn't be revealed to a third party.

Consent will be required from a parent or guardian on filming and photos going online on any social media platform or any other platforms.

### **Review**

This Policy and these Procedures will be regularly reviewed:

- In accordance with changes in legislation and guidance on the protection of children or following any changes within Stronghold Dance Company.
- Following any issues or concerns raised about the protection of children within Stronghold Dance Company.
- In all other circumstances, at least every three years.



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