

# SAFE GUARDING & CHILD PROTECTION POLICY



We take the safeguarding of our children very seriously at Future Faces and as such we provide a safe and secure environment for all students who attend.

Future Faces requires all teachers and assistants to hold an enhanced level of clearance via the DBS - Disclosure and Barring Service (formerly CRB).

Teachers will avoid any unnecessary physical contact with pupils. However, parents should understand that some aspects of teaching involve some contact.

At all times, all staff will endeavour to keep the highest standards of instruction and behaviour. The school principal retains the right to discharge from the school any student who persistently disrupts the tuition, uses offensive language, or other anti-social behaviour.

All disclosures will be taken seriously and reported to the Principal of Future Faces, who will then follow child protection guidelines

An accident book will be kept allowing records to be kept of any incident in the school, injuries of any nature to staff or students.

## SAFEGUARDING

We believe that children and young people should never experience abuse of any kind; we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues working in partnership with children, young people, their parents, careers and other agencies is essential in promoting young people's welfare

We will seek to keep children and young people safe by:

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff
- recruiting and selecting staff safely, ensuring all necessary checks are made
- recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know
- using our procedures to manage any allegations against our children, young people, staff and representatives appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people and staff, by applying health and safety measures in accordance with the law and regulatory guidance

- building a safeguarding culture where staff, children and young people treat each other with respect and are comfortable about sharing concerns.

## **FUTURE FACES INCLUSIVITY POLICY**

Attending Future Faces can have a significant and positive impact on the lives of children and young people. This aspect of our service provision is highly valued by Parents of children attending classes and it is our aim to continue a practice of inclusivity.

It is our aim to give each child the best possible experience.

Future Faces is an inclusive organisation with an equal opportunities recruitment policy that also applies to the enrolment of its students. Beyond the ability to have fees paid for them, children and young people from all backgrounds are offered the same opportunity and support needed to attend and participate whether for education, personal development, pleasure, or vocation/career.

All prospective students will be welcomed to enrol regardless of social, political, religious, and cultural background, sexual orientation, or gender.

To this end Future Faces do not hold auditions for enrolment into any of our classes.

Future Faces commits to giving our students a high quality artistic and professional experience of the performing arts using a diverse range of teaching techniques. Some children and young people can have a range of individual needs including SEND (Special Educational Needs and Disability) or more complex behaviours that our teachers may be able to integrate into a Future Faces class effectively.

Future Faces will, where possible and where resources are available, make reasonable adjustment to accommodate the physical, behavioural, and learning needs of the child.

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