

KAM Performing Arts Academy

Safeguarding Policy

1. Introduction

KAM Performing Arts Academy is committed to providing a **safe, supportive, and inclusive environment** for all children, young people, and vulnerable adults who attend our activities, ensuring their welfare and protection are paramount. This includes children who are **neurodivergent, have additional needs, or are living in socio-economic disadvantage**. This policy outlines our commitment to safeguarding and promoting the welfare of all individuals involved in our programmes.

2. Purpose

The purpose of this policy is to ensure that:

- All children and vulnerable adults are safe from harm, abuse, and neglect.
- Staff, volunteers, and anyone working with children and young people understand their responsibilities in safeguarding.
- There are clear procedures for reporting and responding to concerns regarding safeguarding and welfare.

3. Our Commitment

We are committed to:

- Providing a safe and **inclusive environment** where all children and young people feel respected, valued, and secure.
- Ensuring that all staff, volunteers, and directors are aware of and comply with our safeguarding procedures.
- Implementing a zero-tolerance approach to any form of abuse, neglect, or harm.
- Working closely with statutory agencies, including social services and the police, where necessary.

4. Safeguarding Principles

At KAM Performing Arts Academy, we adhere to the following principles:

- The welfare of the child or vulnerable adult is the paramount concern.
- All children and vulnerable adults, including those who are **neurodivergent or have additional needs**, have the right to protection from harm, abuse, and neglect.
- All staff and volunteers have a duty of care to protect and support children and vulnerable adults.
- Safeguarding is everyone's responsibility.
- A clear process for reporting and handling safeguarding concerns is in place.

5. Roles and Responsibilities

Designated Safeguarding Lead (DSL):

- The DSL oversees safeguarding matters, ensuring that concerns are dealt with in a timely and appropriate manner.
- The DSL is trained in safeguarding and child protection procedures.

Staff and Volunteers:

- Treat all children and vulnerable adults with respect.
- Ensure they are familiar with safeguarding procedures and the reporting process.
- Attend safeguarding training as required.

Parents and Guardians:

- Keep the academy informed about any medical, emotional, or behavioral issues that may impact their child's participation.
- Report any concerns to the academy's staff or the DSL.

6. Types of Abuse

KAM Performing Arts Academy recognises the following types of abuse:

- **Physical Abuse:** Harm or injury caused by hitting, shaking, or other forms of physical violence.
- **Emotional Abuse:** Constant emotional mistreatment causing low self-esteem, anxiety, or depression.
- **Sexual Abuse:** Inappropriate sexual activity with or in the presence of a child or vulnerable adult.
- **Neglect:** Failure to meet basic needs such as food, shelter, medical care, or supervision.
- **Bullying:** Any behavior causing harm to a child's emotional or physical well-being, including verbal abuse, exclusion, or physical harm.

7. Procedures for Reporting Concerns

- If a child or vulnerable adult is in immediate danger, contact the police immediately (999).
- All safeguarding concerns, no matter how minor, must be reported to the DSL.
- Staff and volunteers must not investigate concerns themselves; the DSL will liaise with relevant agencies.

8. Training and Awareness

- All staff, volunteers, and directors will undergo safeguarding training as part of induction and receive annual updates.
- The DSL will attend training specific to safeguarding children and vulnerable adults and regularly review safeguarding policies.

9. Recruitment and DBS Checks

- All staff and volunteers undergo enhanced **DBS checks** before commencing work.
- Safer recruitment practices are followed to prevent employing individuals with a history of harmful behaviour toward children or vulnerable adults.

10. Confidentiality

- All safeguarding information is treated with the utmost confidentiality and shared only on a need-to-know basis, in line with statutory guidance.

11. Whistleblowing

- Staff and volunteers are encouraged to raise concerns about colleagues, other adults, or anyone working with children and vulnerable adults.
- A whistleblowing policy protects those who report concerns from retaliation.

12. Review of the Policy

- This policy will be reviewed annually or sooner if there is a significant change in legislation or practice.
- All staff and volunteers will be informed of any updates.

Signed:

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Position: Founder & Director, KAM Performing Arts Academy

Date: 1/04/2025