



Child Protection Policy

MACS Dance recognise the safety of its students to be of vital importance and is committed to safeguarding the welfare of all children and young people. MACS Dance acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice of the Royal Academy of Dance requirements. We will make every effort to protect children from harm, abuse, and exploitation, and will take all reasonable steps to do so. MACS Dance acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. Paid staff and volunteers will endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

Everyone who comes into contact with children has a role to play in keeping children safe. Everyone should always consider what is in the best interest of the child. MACS Dance adheres to the Code of Conduct for Professional Practice by the Royal Academy of Dance, and this document should be read in conjunction with this policy. The additional measures in this Child Protection Policy should also be adhered to.

The welfare and interests of children are paramount in all circumstances and this policy aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socioeconomic background, all children:

- have a positive and enjoyable experience of dance at MACS Dance in a safe and child centred environment.
- are protected from abuse whilst participating in dance or outside of the activity.

MACS Dance acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy MACS Dance will:

- Promote and prioritise the safety and wellbeing of children and young people.
- Ensure children are all treated equally, fairly and with respect.
- Ensure the welfare of the child is always put first.
- Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify, and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people.
- Ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern.
- Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored.
- Prevent the employment/deployment of unsuitable individuals.
- Ensure robust safeguarding arrangements and procedures are in operation.
- All suspicions and allegations of abuse are taken seriously and responded to in an appropriate and efficient manner.
- Make sure all members, employees and staff of MACS Dance are clear on how to respond and proceed appropriately.
- Take action to stop any inappropriate verbal or physical behaviour. Bullying will not be tolerated.

- Hold registers with every child involved with MACS Dance and all teachers will have easy access to emergency contact information.
- Keep informed of any changes in legislation and policies for the protection of children, including health and safety legislation.
- Ensure all staff, teachers, volunteers and chaperones associated with the company offer positive constructive feedback.
- Communicate to all members, teachers, staff and volunteers their legal and moral responsibility to protect children and young people from harm, abuse and exploitation.
- Communicate to all members, teachers, staff and volunteers their responsibility to maintain high standards of practice in protection of children.
- Ensure that all members, teachers, staff, and volunteers understand their duty to report concerns that arise about a child/young person, or a worker's conduct towards a child/young person, to Hannah McMillan.
- Ensure that the organisations named person for child protection understands his/her responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. Police and/or Children's Social Care).
- Ensure that any procedures relating to the conduct of workers/members are implemented in a consistent and equitable manner.

MACS Dance has safeguarding procedures that should be read in accompany to this policy.

[If you have any safeguarding concerns about a child or young person they should be reported immediately to Hannah McMillan \(Child Protection and Safeguarding Lead\) hannahmcmillan@macsdance.com](#)

The policy and procedures will be mandatory for everyone involved in MACS Dance. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

The policy will be reviewed annually or when changes in legislation and/or new government guidance comes into effect.