



Safeguarding and Child Protection Policy

1. INTRODUCTION

- a) ELEVATED TAP COMPANY is a for-profit organisation run by ERICA PHILLIPS for the purpose of providing tap dance lessons and workshops for under 18 years of age and adults.
- b) The organisation is based at: 57 Chaffinch Chase, Gillingham, Dorset, SP8 4GP
- c) The organisation has adopted this safeguarding policy and expects every adult working for or helping at THE ELEVATED TAP COMPANY to support and comply to it. Consequently this policy also applies to anyone, including students working on behalf of the organisation.

2. PURPOSE OF POLICY

- a) This policy is intended to protect children, young people and adults who receive any service from us.
- b) The organisation believes that no child, young person or adults should experience abuse, harm and are committed to the protection of children, young people and adults. This policy is intended to provide guidance and overarching principles to those who represent to those who represent us as volunteers to guide our approach to child protection and safeguarding for children, young persons and adults.

3. THIS RISKS TO CHILDREN, YOUNG PEOPLE AND ADULTS

Children, young people and adults need protection including but not limited to:

- Sexual abuse, grooming, physical and emotional abuse/neglect, domestic violence, inappropriate behaviour or supervision, bullying - including cyber bullying / acts of violence / aggression within our organisation, victimisation, self-harm, unsafe environment/activities, crime and exploitation.

4. UNIVERSALITY OF PROTECTION

This organisation recognises that:

- a) the welfare of children, young people and adults is paramount
- b) everyone regardless of race, gender, religious belief, disability, age, sexual orientation or identity have the right to equal protection from harm
- c) some children, young people and adults are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs and / or level of dependency
- d) it is essential to protect the well-being of children, young people, their parents/guardians, careers and other adults

5. DISCLOSURE AND BARRING

- a) Erica Phillips has an ISTD level 4 Diploma in Dance Education in Tap Dance, a current DBS certification and dance teacher insurance. Under the organisation ELEVATED TAP COMPANY Erica offers the following for children, young people and adults: Group Tap Dance Lessons - In person and online via zoom / Tap Dance Workshops - In person and online via zoom / 1-2-1 private lessons in person and online.
- b) Some activities may involve 3rd party teachers which would require them hold a current DBS and suitable insurance to cover their activities to ensure the safety of all participants.
- c) The organisation will take any allegation of impropriety on the part of any member of the organisation seriously. Any member of the organisation who discovers anything amiss should get in touch with Erica immediately.
- d) All allegations will be appropriately reviewed and investigated.

6. PREVENTION OF BULLYING

The ELEVATED TAP COMPANY will not tolerate any bullying and have a zero tolerance policy. If an incident of bullying should arise at the organisation, it will be investigated and dealt with appropriately. If such an incident involves a child under the age of 18 years of age, their parents/guardians/careers will be notified and asked to help investigate and/or deal with the matter as appropriate.

7. PHOTOGRAPHING / VIDEOING

No photos or videos will be taken without consent. For children under the age of 18 years of age, no photographs or videos will be taken without written permission and parental consent by the person/s with parental responsibility. If anyone has concerns regarding any person taking photographs/videos that person should contact the organisation immediately.

8. MANAGING BEHAVIOUR, DISCIPLINE and ACCEPTABLE RESTRAINT

- a) Adults supervising children at the organisation, their classes, workshops/events must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum amount of restraint necessary may be used - but for that purpose only.
- b) Unacceptable behaviour will not be tolerated by any member of the organisation. Anyone under the age of 18 years of age will have their parents/guardians/careers notified.
- c) Such behaviour may lead to the removal of said person from the organisation.
- c) Anyone who is aggrieved by this process has the right to appeal. The organisation will hear all the views of all relevant persons. The ELEVATED TAP COMPANIES decision is final.

9. LEGAL FRAMEWORK

This policy has been drawn up in accordance with all relevant and applicable legislation and guidance available to the organisation in the jurisdictions it operates within the United Kingdom including Children Act 1989/2004, General Data Protection, Data Protection Act 2018. This policy will be reviewed every two years.

Digitally Signed: *Erica Phillips*

Dated: 9th January 2021