

SAFEGUARDING & CHILD PROTECTION POLICY

Purpose and aim of the policy

Learning Through Theatre (hereafter known as LTT) work with children and adults in a range of settings, mostly within secondary schools, to deliver theatre workshops for educational purposes and also online via virtual classrooms and meetings. We are committed to the safety of children, young people, vulnerable adults and of our employees. All LTT team members work as self-employed and are bound by the safeguarding procedures of the school/institution where the performance/workshop is taking place.

Cheryl Stapleton, Artistic Director is responsible for all self-employed staff/volunteers working as part of the LTT team and also the safeguarding of children that the team works with. The policy and procedures are consistent with Local Safeguarding Children Board guidance and Keeping Children Safe in Education 2019.

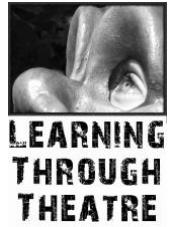
Policy Statement

- We believe everyone has a responsibility to safeguard and protect children (anyone under 18)
- We will take all necessary steps to ensure children are safe at all times and we will encourage the prevention of child abuse through following safe working practices and adhering to published rules and guidelines in Keeping Children Safe in Education (2019).
- We will give equal priority to keeping all children safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation
- We also recognise the additional needs of children from minority ethnic groups and disabled children and the barriers they may face, for example with communication or the impact of discrimination.

LTT encounters children as audience members and as workshop participants in practical workshops and online. The workshop setting maybe a school, community organisation, a venue hired by LTT or online platforms.

We will seek to keep children safe by:

- Adopting effective safeguarding practices and ensuring all team members follow these
- Making all team members aware of the safeguarding procedures in place at every school/institution we work in and ensuring these are adhered to
- Providing effective management for team members through supervision, support and training, overseen by our nominated safeguarding officer: Cheryl Stapleton.
- Recruiting freelance staff and volunteers safely, ensuring all necessary security checks are made
- Building a safeguarding culture where all team members know how they are expected to behave and feel comfortable about sharing concerns
- Taking forward any concerns and sharing these with schools, teachers and other agencies as appropriate.



At the core of our safeguarding practice is the legal principle that when LTT works in a school, the school remains in loco parentis and the same applies when teaching online specifically for an educational establishment.

- At each educational establishment that LTT visits for a performance or a workshop, or where an online lesson takes place at a school's request, the LTT team will ensure that they know the name and contact details for the designated safeguarding lead and that they familiarise themselves with the safeguarding and child protection policy and procedures for that educational establishment
- All workshops, performances, online teaching forums should be supervised by a teacher of the school/institution where the pupil is registered. It is acknowledged that it is not always possible to have a teacher present, therefore all staff working with LTT have undergone enhanced DBS checks.
- Where children are joining an online workshop remotely, independent of an institution, the parent/guardian are responsible for the safeguarding of that child.

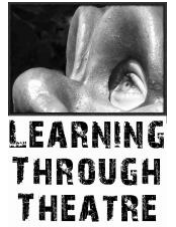
Confidentiality

- We recognise the importance of confidentiality but also recognise our professional responsibility to share relevant information about the protection of children with other professionals where it is deemed necessary
- Working Together to Safeguard Children (2018) emphasises the importance of early information sharing and that fear about sharing information cannot be allowed to stand in the way of promoting child welfare and protecting child safety.
- The Data Protection Act 2018 contains 'safeguarding of children and individuals at risk' as a processing condition that allows practitioners to share information. This includes allowing practitioners to share information without consent, if it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.
- We will never promise to keep secret information that is given to us by a child. We will explain that we will pass the information on to those who need to know and can help.
- We believe that information sharing is vital to safeguarding and promoting the welfare of children and young people. Information however should only be shared with those who need to know (usually, the designated safeguarding lead at the educational establishment)
- Effective information sharing between parents, schools, colleges and local authorities is critical to ensuring that all children are safe and receiving suitable education.
- The safety and well-being of the child is the top priority. We will seek advice from other practitioners if we are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.

Safeguarding Procedure

As part of this safeguarding policy, we will adhere to the following procedure to respond to child protection concerns:

- If a child is in immediate danger, call the police on 999.



- If a concern is not urgent, the nominated safeguarding lead will contact the school designated safeguarding officer or, if not within a school setting, the local child protection service.
- NSPCC Helpline may also be contacted for advice and guidance on 0808 800 5000 or by emailing help@nspcc.org.uk

Online Behaviour

LTT team members will adhere to the following principles:

- We will make sure everyone feels comfortable, safe and protected.
- We will verbally set appropriate boundaries in terms of behaviour and language at the start of an online meeting and over familiarity with participants will be avoided.
- LTT team will not share personal contact details, including personal social media details. All details that need to be shared must be shared a teacher or the child's parents or carers.

(see also Online Behaviour Code)

Allegations Against LTT Staff

- There may be times when a pupil makes an allegation against a member of LTT staff. In this situation decisions for action will be made by the school/ institution that the pupil is attending. These should be carried out in accordance with the Local Safeguarding Children Board Manual of Child Protection Procedures.
- If such an allegation is made, the member of staff receiving the allegation will immediately inform the designated safeguarding officer at the school/ institution that the pupil is attending and their LTT manager.

Whistleblowing

- We will aim to provide an environment in which children and adults feel confident enough to express concerns regarding the behaviour of a member of LTT staff.

We are committed to adhering to this policy and operating effective safeguarding practice.

Nominated Safeguarding Lead: Cheryl Stapleton, Artistic Director

Contact: info@learningthroughtheatre.co.uk

Reviewed: April 20th 2020

Signed:

