

Child protection policy statement



Gem Academy 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.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children have a positive and enjoyable experience of performing arts at Gem Academy in a safe and child centred environment are protected from abuse whilst participating in all dance classes.

Gem Academy 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:

Gem Academy will promote and prioritise the safety and wellbeing of children and young people.

Gem Academy 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.

Gem Academy 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.

Gem Academy ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored.

Gem Academy prevent the employment/deployment of unsuitable individuals.

Gem Academy ensure robust safeguarding arrangements and procedures are in operation.

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

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

Gem Academy changes in legislation and/or government guidance

As required by the Local Safeguarding Children Board.

(Last reviewed July 2024)