**Rendez-Vous Dance Ltd: Child Protection and Safeguarding Policy.**

Rendez-Vous dance Ltd believes that children or young people should never experience abuse or discrimination of any kind. Rendez-Vous dance Ltd has a legal and moral responsibility to promote and ensure the welfare of all children and young people, keeping them safe whilst in the care of Rendez-Vous dance Ltd’s staff and volunteers.

Rendez-Vous dance Ltd is committed to a practice that protects children and young people. This policy applies to all employees, the board of trustees, contracted workers, volunteers, students and anyone who carries out work on behalf of Rendez-Vous dance Ltd.

The purpose of this policy is to promote good practice in safeguarding; to protect children and young people who engage with Rendez-Vous dance Ltd’s services (including the children of adults who engage with our work) and to provide staff and volunteers with the company’s principles which guide our approach to safeguarding and child protection.

**Legal Framework**

This policy has been informed by law and guidance that seeks to protect children and young people. Rendez-Vous dance Ltd work to operate within the guidelines of:

* Children and Families Act 2014
* Protection of Freedoms Act 2012
* Safeguarding Vulnerable Groups Act 2006
* Children Act 2004
* Sexual Offences Act 2003
* Protection of Children Act 1999
* Human Rights Act 1998
* United Convention of the Rights of the Child 1991\*
* Children Act 1989

*\*In Article 1, the UN Convention on the Rights of the Child states a child “means every human being below the age of eighteen years”*

**This policy should be read alongside:**

* Rendez-Vous dance Ltd Child Protection Procedures
* Role of Rendez-Vous dance Ltd’s Designated Safeguarding Officer
* Dealing with disclosures and concerns about a child or young person
* Managing allegations against members of staff/volunteers
* Rendez-Vous dance Ltd Equality, Diversity, Inclusion and Representation Policy
* Rendez-Vous dance Ltd Health and Safety Policy

**Rendez-Vous dance Ltd: recognises that:**

* The welfare of the child is paramount, as demonstrated in the Children Act 1989.
* All children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm or abuse.
* Some children may be additionally vulnerable due to the impact of previous experiences, their level of dependency, communication and other needs.
* Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare.

**Rendez-Vous dance Ltd will work to ensure the protection of children and young people by:**

* Valuing, listening to and respecting the children and young people who engage with our work and are entrusted to the company’s care.
* Making Rendez-Vous dance Ltd’s child protection procedures available to all members of staff, contracted workers and volunteers.
* Ensuring all members of staff/volunteers are aware of the company’s child protection procedures, are alert to signs of abuse/potential risks, know how to manage a disclosure of abuse and who they should report concerns to.
* Responding quickly and appropriately to all suspicions and allegations of poor safeguarding practice or abuse.
* Ensuring all those employed by Rendez-Vous dance Ltd to work with children and young people are recruited including the necessary Disclosure and Barring Service Checks and receive guidance/training in child protection procedures.
* Only members of staff who have gone through the necessary checks will be permitted to work with children and young people.
* Ensuring that we provide a safe physical environment for the children, young people, staff and volunteers who engage with our work by applying health and safety measures in accordance with the law, regulatory guidance and our health and safety policy.
* Annually review our child protection procedures and child protection and safeguarding policy to ensure they continue to be appropriate and in line with current legislation.
* Appointing a Designated Safeguarding Officer (DSO) with appropriate training within the company, responsible for ensuring safeguarding procedures are monitored, updated and implemented.

Rendez-Vous dance Ltd Child Protection and Safeguarding Policy will be reviewed annually and subject to changes in Legislation by the Board of trustees, advised on implementation by the Executive Director.

The Designated Safeguarding Officer is responsible for monitoring and updating Rendez-Vous dance Ltd Child Protection Procedures and Rendez-Vous dance Ltd Child Protection and Safeguarding Policy with reference to annual reviews carried out by the board of trustees.

All Rendez-Vous dance Ltd employees, the board of trustees, contracted workers and volunteers are responsible for the practical application of this policy throughout the company’s work and engagement with children and young people.

**Disclosure and Barring**

The core team of Rendez-Vous dance Ltd as well as artists engaging in work with your people are DBS checked and safeguarding trained.

**Contact**

**Rendez-Vous Dance Ltd Designated Safeguarding Officer**Name: Mathieu Geffré

Role: Artistic Director

Email address: mathieu.geffre@rendez-vousdance.com

**In case of unavailability, please contact:**

Phil Douglas, Executive Director: phil.douglas@rendez-vousdance.com

**Further Relevant Contacts:**

**Children’s Social Care Initial Response Service (Newcastle)**

Cruddas Park Social Care Office,
Cruddas Park Neighbourhood Unit,
Cruddas Park,

NE4 7RW

Phone**: 0191 277 2500**

**Child Protection Unit (Northumbria Police)**Middle Engine Lane Police Station
Wallsend
NE28 9NT

Phone: **101**

**NSPCC Child Protection Helpline**

Phone: **0808 800 5000**

**DBS disclosure service**

PO Box 110,
Liverpool,
L69 3JD

Phone: **0870 90 90 811**Email: **customerservices@dbs.gsi.gov.uk**