

## <Creative Academy>

### <Safeguarding >

< Children, Young People, Vulnerable Adults and Students >

#### VERSION HISTORY (KEEP 5 MOST RECENT CHANGES)

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#### APPROVALS (KEEP 5 MOST RECENT CHANGES)

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01.09.2018	1.0	George Kirkham	GAK

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This safeguarding statement is to be considered as a localised addition to the Slough Borough Council/Slough Children's Trust Policies on safeguarding:

- Person in Position of Trust
- Protecting Vulnerable People
- Safeguarding and the Law
- <http://insite/directorates-and-departments/adults-and-communities/adult-social-care-operations/safeguarding-governance/?xpfags=true>
- Working Together to Protect Children
  - <https://www.sloughsafeguardingboards.org.uk/lscb/lscb>

### **The Creative Academy believes that:**

- Children, young people, vulnerable adults and students should never experience abuse of any kind
- We have a responsibility to promote the welfare of all Children, young people, vulnerable adults and students, to keep them safe and to practise and deliver dance and physical activity lessons/workshops in a way that protects them.

### **We recognise that:**

- the welfare of the children, young people, vulnerable adults and students is paramount
- all children, young people, vulnerable adults and students, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse
- some children, young people, vulnerable adults and students are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with at Slough Borough Council, the University and The Creative Academy Wellbeing Team is essential in promoting students/client's welfare
- The University has a difference of opinion on relationships between graduates, students and staff the Creative Academy & Slough Borough Council policies/statements on safeguarding take priority. The Creative Academy encourages positive professional relationships between students, graduates and staff although does not condone sexual relationships.
- Platonic professional relationships with gradates is acceptable.

### **We will seek to keep children, young people, vulnerable adults and students safe by:**

- valuing, listening to and respecting them
- discussing safeguarding and Prevent at Steering Committee and Team meetings ensuring any issues are relayed immediately.
- adopting child protection and safeguarding best practice through Slough borough council policies, procedures and code of conduct for staff and volunteers at the Creative Academy providing effective management for staff and volunteers through

supervision, support, training and quality assurance measures and all staff are Disclosure and Baring Service Checked

- recording and storing information professionally and securely
- sharing information about safeguarding and good practice with all staff, users and students.
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we use the Slough Borough Council complaints and whistleblowing measures effectively
- ensuring that we provide a safe physical environment for our children, young people, vulnerable adults and students, staff and volunteers, by applying Slough Borough Council health and safety procedures
- Training All full time staff in Safeguarding level 2 qualification

### **Existing personal relationships with Fd/BA students:**

- The Creative Academy recognises the importance of preserving the integrity of professional relationships between staff and students and between members of staff.
- Where a existing personal relationship exists between members of staff who also have direct or indirect line management or a supervisory relationship, the existence of the close personal relationship must be disclosed Slough Borough Council, the Creative Academy Management Team, Steering Committee and London College of Music
- Staff who have such personal relationships must not be involved in the recruitment, selection, appraisal, promotion or other process whereby unfair advantage may be gained over another student or where conflict of interest might exist.
- Professional relationships between staff and students will include teaching, assessing or supervising. Where a member of staff has both a professional and personal relationship with a student, it is the responsibility of the member of staff to inform his or her line manager immediately
- In order to ensure that an existing personal or other relationships do not call into question the academic integrity of the Creative Academy, it is incumbent upon all staff to make an immediate written declaration of such relationships to the Creative Academy Steering Committee.