

Fitznells works with children and families as part of its activities. These include: group and individual music lessons, choirs, music theory classes, performances, concerts and workshops.

The purpose of this policy statement is:

- To protect children and young people who receive Fitznells's services. This includes the children of adults who use our services.
- To provide parents, staff and volunteers with the overarching principles that guide our approach to child protection.

This policy statement applies to anyone working on behalf of Fitznells, including paid staff, volunteers, sessional workers, agency staff and students.

### **Policy Statement and Legal Framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children and vulnerable adults in England. This includes the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Children Act 1989, Working Together to Safeguard Children 2018, the Government Guidance on Keeping children safe during community activities, after-school clubs and tuition: non-statutory guidance for providers running out-of-school settings. A further summary of the key legislation and guidance is available from [nspcc.org.uk/childprotection](https://nspcc.org.uk/childprotection).

- Safeguarding can be defined as protecting children from maltreatment, preventing the impairment of children's physical and/or mental health or development, ensuring that there is safe and effective care and taking actions to ensure that children have the best outcomes.
- Children refers to everyone under the age of 18.
- We recognise that all adults, including temporary staff, volunteers and stewards, have a full and active part to play in protecting our students from harm, and that the child's welfare is our paramount concern.
- Everyone, at all times, should consider what is in the best interests of the child and should make sure their approach is child-centred.
- All staff believe that our school should provide a caring, positive and safe environment that promotes the musical development of the individual child.

### **The aims of this policy are:**

- To provide an environment in which children and young people feel safe, secure, valued and respected, feel confident, and know how to approach adults if they are in difficulties, believing they will be effectively listened to.
- To raise the awareness of all staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse, including the mandatory duty to report to the Police cases where they discover that an act of Female Genital Mutilation (FGM) appears to have been carried out.
- To protect children from the risk of radicalisation and from exposure to extremist views.
- To provide a systematic means of monitoring children known or thought to be at risk of harm.
- To provide guidance to staff who may have concerns that a child may be in need or at risk.

- To emphasise the need for good levels of communication between all members of staff.
- To develop and promote effective working relationships with other agencies, especially the Police and Social Care, through the Common Assessment Framework (CAF) and Multi-Agency Safeguarding Hub (MASH).
- To ensure that all staff working within our school who have substantial access to children have been checked as to their suitability, including verification of their identity qualifications, and a satisfactory DBS check (according to guidance), and a central record is kept for audit.

**We believe that:**

- Children and young people should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

**We recognise that:**

- The welfare of the child is paramount.
- All children, 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 are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

**We will seek to keep children and young people safe by:**

- Valuing, listening to and respecting them.
- Appointing a nominated child protection/safeguarding lead, a deputy child protection/safeguarding lead and a lead trustee/board member for safeguarding.
- Developing child protection and safeguarding policies and procedures which reflect best practice.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers 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.
- Developing and implementing an effective online safety policy and related procedures.
- Sharing information about child protection and safeguarding best practice with children, their families, staff and volunteers via leaflets, posters, group work and one-to-one discussions.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures.
- Implementing a code of conduct for staff and volunteers.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Ensuring that we have effective complaints and whistleblowing measures in place.

- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- Recording and storing information professionally and securely.

**Contact details**

Nominated child protection lead

Name: Sophie-Lee Colchester

Phone/email: 07956 284172

LADO: [Report a concern about a child or young person - Surrey County Council \(surreycc.gov.uk\)](https://surreycc.gov.uk/report-a-concern-about-a-child-or-young-person)

NSPCC Helpline 0808 800 5000

|                      |                             |
|----------------------|-----------------------------|
| Reviewed             | August 2025                 |
| Name of Owner/Author | Sophie-Lee Colchester       |
| Target Audience      | Fitznells' Community/Public |
| Review Date          | August 2026                 |
| Signed By            | Sophie-Lee Colchester       |