



EXCELLENCE BY THE HOUR

## ARTS PEOPLE CHILD PROTECTION AND SAFEGUARDING POLICY

### 1. Introduction

At Arts People, we want all our students to be safe, happy and successful. The first of these aims is also our first priority. To this end we will keep this policy regularly reviewed and do everything we can to make sure that it is carefully followed. This policy is intended to:

- Ensure that all tutors and staff understand that safeguarding is everybody's responsibility.
- Help all staff and tutors understand their duty of care and their role in safeguarding and promoting the welfare of all pupils.
- Enable all tutors and staff to be aware of the need for child protection in appropriate circumstances.
- Ensure that all staff and tutors understand the procedures in place when dealing with potential child protection issues.
- Outline Arts People's commitment to, and procedures for, child protection.

The definitions followed in this policy can be found in appendix three.

Arts People takes the duty of safeguarding very seriously. It will work with its contracted tutors and its client schools to ensure that best practice is followed and that everything possible is done to ensure the safety and welfare of students.

We recognise the importance of being vigilant at all times. We will never believe that 'it could not happen here'. We recognise that it is possible for our staff and volunteers to behave in a way that causes harm to children. We therefore take any allegations seriously and will cooperate with our client schools to follow local arrangements for dealing with this.



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## 2. Safer recruitment

We recognise the importance of doing everything possible to prevent potential abusers having access to children. We will, therefore:

- Only use tutors from our approved list, who will have gone through a safer recruitment process to be placed on this.
- Ensure that, for placement on the list, employment histories, two references and DBS checks will be required and will be appropriately scrutinised.
- Ensure that all Directors are also DBS checked.

## 3. Tutor training

We understand that tutors, although self-employed, will rely on us to help them keep up to date with safeguarding best practice. We will:

- Update tutors annually on their child protection responsibilities and on any changes in legislation, regulations and guidance.
- Provide child protection training and updates at other times as appropriate.
- Provide a Tutor Handbook with key safeguarding principles and reminders contained within it.

## 4. Whistleblowing

We will ensure that all tutors are aware of their right and responsibility to alert the relevant director to any concerns about the implementation of this policy. We will also provide them with a copy of the NSPCC whistleblowing policy and explain how they may alert external authorities if they believe their concerns are not being addressed by Arts People.

## 5. Working with schools

Where Arts People is contracted to work in a school and the school is the lead safeguarding organisation we will:

- Liaise with the school to ensure that its safeguarding policies are followed and cooperate with them as necessary.
- Ensure that tutors discharge their obligations, as outlined below, in a way consistent with the needs of the school.
- Include this commitment to safeguarding as part of our obligations in the contract we sign with the school.

