

Child Protection

Northern Broadsides' work with children & young people aims to be fun, informative & inspirational. This can only be achieved in an atmosphere of trust and respect. Northern Broadsides recognises all children & young people involved in our Education Work have a right to protection from abuse. Northern Broadsides has implemented the following Child Protection Policy to ensure that we do everything we are able to ensure the safety and protection of all those participating in our Education Work.

Northern Broadsides believes that:

- The welfare of the child is paramount;
- All participants in our Education Work, without exception, have the right to protection from abuse;
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately;
- All staff involved in our Education Work and employed by Northern Broadsides have a responsibility to report concerns to the appropriate officer.

Please note that no staff working for Northern Broadsides are trained to deal with situations of abuse, or have the power to decide if abuse has occurred.

Policy Statement

Northern Broadsides has a duty of care to safeguard all children involved in their Education Work from harm. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account. Northern Broadsides will make certain they do all that they can to ensure the safety and protection of all children involved in their Education Work through adherence to the Child Protection guidelines adopted by Northern Broadsides.

Policy Aims

The aim of Northern Broadsides' Child Protection Policy is to promote good practice:

- Providing children and young people with appropriate safety and protection whilst engaging in Northern Broadsides' Education Work;
 - Allow all staff / volunteers to make informed and confident responses to specific child protection issues.
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Promoting Good Practice

Good practice means:

- Always working in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).
- Treating all children / young people / disabled adults equally, and with respect and dignity.
- Always putting the welfare of all children / young people / disabled adults first.
- Building balanced relationships based on mutual trust which empowers all children / young people / disabled adults to share in the decision-making process;
- Ensuring that, if any form of physical contact is required in an Education Work session, it should be provided openly and young people should always be consulted and their agreement gained.
- Involving parents/carers wherever possible. For example: inviting them to observe sessions, meet the workshop leader, attend performances etc.
- Being an excellent role model.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Recognising the developmental needs and capacity of young people and disabled adults.
- Being aware of any special needs of any child / young person / disabled adult, whether this be due to cultural, religious, physical, emotional or other needs, prior to working with them.

If you have any concerns over the working practice of any of our staff, then please contact: [Sue Andrews](#), General Manager on 01422 369704.

Terms of Workshops:

All members of the Northern Broadsides Company involved in our Education Work are signed up to our Child Protection Policy. We **do not** have a policy of running Criminal Records Bureau Checks on the members of the Company, and therefore it is necessary for **a group leader / teacher to be present at all times in our workshops** when we are working with under 18's or disabled adults.

It is your duty, upon booking a workshop, to inform Northern Broadsides of any '**Special Needs**' that your group, or any individuals therein, may have. This is to ensure that we provide a high quality service for all our participants.

If you would like to see a copy of our Child Protection Procedures, then please send a request in writing to: Sue Andrews, General Manager, Northern Broadsides, Dean Clough, Halifax, HX3 5AX.