

CHILD PROTECTION AND SAFEGUARDING POLICY

BWA Performing Arts — Child Protection and Safeguarding Policy

Reviewed: 15th August 2026

1. Statement of Intent

BWA Performing Arts is committed to safeguarding and promoting the welfare of all children and young people aged 2 to 18. All staff, volunteers, and associated practitioners share this commitment. We believe that:

- The welfare of the child is paramount.
 - All children, regardless of age, ability, gender, race, religion, or background, have a right to protection from harm.
 - Safeguarding is everyone's responsibility.
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2. Designated Safeguarding Lead (DSL)

Frederick Enriquez Fischer is the Designated Safeguarding Lead (DSL) and holds overall responsibility for child protection. Contact: +44 07735 886350

In her absence, safeguarding concerns should be directed to the Deputy DSL: **Ana Paola Ramos**.

The DSL is trained and responsible for:

- Ensuring policies are current and enforced
 - Acting upon concerns or disclosures
 - Liaising with statutory agencies where necessary
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3. Policy Scope and Distribution

This policy applies to all staff, freelancers, and volunteers working with BWA Performing Arts.

A copy will be:

- Shared with all team members
 - Signed for on receipt and stored securely
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4. Principles and Commitments

We will:

- Provide a safe environment for children and young people
 - Share safeguarding information appropriately with relevant parties
 - Recruit safely and ensure all staff hold valid enhanced DBS checks
 - Train all staff in safeguarding procedures
 - Maintain robust supervision and activity planning procedures
 - Respond swiftly and appropriately to all concerns or allegations
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5. Safer Recruitment

- All staff/volunteers must complete an application and attend an interview
 - Minimum of two references are required
 - All successful applicants must hold (or obtain) an Enhanced DBS check
 - Staff undergo regular appraisals and safeguarding refreshers
 - Inductions include safeguarding responsibilities
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6. Supervision and Conduct

- At least two staff are present for each class/session
- Students are only supervised during scheduled times
- Physical contact is only used when necessary and appropriate (e.g., posture correction)

- All touch must be appropriate, explained, and consented to where possible

7. Photography and Data

- Consent for photography/video is collected at enrolment
- No personal details will be published alongside images
- Records on allergies, health, and emergency contacts are securely stored

8. Recognising Abuse

Abuse may be physical, emotional, sexual, or neglectful. Detailed indicators of each type of abuse are outlined in full within this policy. Staff are trained to recognise and respond to these signs.

9. Responding to Concerns

If a child discloses abuse:

- Listen calmly and attentively
- Do not promise confidentiality
- Reassure the child and explain next steps
- Record the disclosure accurately in the child's own words
- Report immediately to the DSL or Deputy DSL

10. Reporting Procedures

- All disclosures/suspensions are reported to the DSL
- In emergencies or if a child is in immediate danger, contact 999 or Social Services
- FGM disclosures must be reported to the police via 101
- Records are kept securely and confidentially

11. Allegations Against Staff

- All allegations must be reported to the DSL
- Appropriate steps will be taken including referral to Social Services
- Staff may be suspended during investigation
- Support is offered to both the accuser and accused during procedures

12. Peer-on-Peer Abuse

Peer-on-peer abuse includes bullying, physical or sexual abuse, and coercion. BWA Performing Arts:

- Takes all concerns seriously
- Does not dismiss behaviour as "banter" or "growing up"
- Follows the same safeguarding steps as in adult-perpetrated abuse
- Offers ongoing support to all parties involved

13. Physical Contact

Physical contact is appropriate only when:

- Demonstrating safe technique
- Comforting a distressed child
- Preventing injury or disruption

Touch must be professional, non-invasive, and in line with our safeguarding training.

14. Training and Monitoring

- All staff receive regular safeguarding training
- DSL training is updated every three years or after major legislative changes
- Activities are risk-assessed and regularly monitored

15. Records and Documentation

- Registers of attendance are maintained
 - Incident/accident logs are completed and reviewed
 - All safeguarding concerns are recorded using our confidential reporting form (Appendix 1)
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16. Whistleblowing

Concerns about malpractice must be reported. Staff can:

- Speak to the DSL or Deputy DSL
- Contact the Independent Theatre Council
- Call the NSPCC Whistleblowing Advice Line: 0800 028 0285



APPENDIX 1

Reporting Suspected Abuse - Confidential Recording Sheet

Organisation:	Name of Person Reporting:
BWA Performing Arts	
Name of Child:	Age & Date of Birth:
Ethnicity:	
Religion:	
First Language:	
Disability:	
Parent's/Carer's name(s):	
Home address/Tel no:	
Are you reporting your concerns or reporting someone else's? Please give details.	
Brief description of what has prompted the concerns: include date, time, specific incidents.	
Any physical signs? Behavioural signs? Indirect signs?	
Have you spoken to the child? If so, what was said?	
Have you spoken to the parent(s)? if so, what was said?	
Has anybody been alleged to be the abuser? If so, please give details?	

Have you consulted anybody else? Please give details.

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Person reported to:

Date of reporting:

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Signature of person reporting:

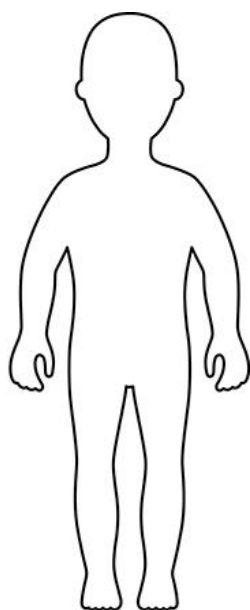
Today's Date:

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Action taken:

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Notes: *inc. Body Map for signs/evidence of physical abuse.*



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