

SAFEGUARDING



Safeguarding Policy Statement

Jersey Arts Centre is committed to creating and maintaining the safest possible environment for children and young people in order for them to enjoy and benefit from all the participatory activities that Jersey Arts Centre has to offer.

In doing so it recognises that it has a duty of care to safeguard from harm all children and young people with whom it interacts. We strongly believe that all children and young people have the right to be treated fairly, justly and have the right to freedom from abuse and harm.

This policy details the legal requirements, organisational procedures and best practice as applicable to all staff. This policy applies to all Jersey Arts Centre staff, including those who work on a volunteer and freelance basis.

All our staff and volunteers are carefully selected and have the relevant qualifications and experience, where necessary background checks will be made. We accept responsibility for helping to prevent the abuse of children and young people in their care and will respond swiftly and appropriately to any allegations of abuse and poor practice.

We have procedures in place not only to address poor practice, but to help any child or young person who appears to be at risk, or who appears to be a victim of abuse. We will offer help and support when a child/young person tells us that they are affected by these issues. We will work extensively with external agencies such as the Children and Families Hub and the police to ensure as far as possible that children and young people are protected.

Designated Safeguarding Officer

The Designated Safeguarding Officer will be the first point of contact for any concerns which are raised in respect of safeguarding. Their role will include:

- Acting as a first point of contact for any persons concerned about the welfare of a child/young person, this to include managing complaints about poor practice or allegations against staff and volunteers, and also managing any concerns raised as to the welfare of any child who is involved in Junior and half term drama, youthatre, or any other child otherwise participating in the activities of Jersey Arts Centre.
- Referring relevant issues of safeguarding to the Jersey Arts Centre Management Committee and Children and Families Hub for consideration as appropriate.
- Ensuring that any confidential information obtained in relation to safeguarding matters is secured in an appropriate manner, and destroyed or deleted when it is no longer required.

Promoting safeguarding across the Jersey Arts Centre.

E-Safety

Jersey Arts Centre will adhere to the following protocol regarding e-safety:

- Staff must not communicate privately with children under 18 on social media.
- If staff members encounter a case of cyber-bullying by children, parents of both parties will be informed.
- Staff must not communicate directly and individually with children via their mobile phones. Correspondence will be through email and phone conversations with their parents/guardians.
- Staff must not use mobile phones whilst conducting rehearsals/courses unless necessary. Mobile phones should only be used in allocated break times.
- Participants in rehearsals/courses must limit their mobile phone use; preferably mobile phones are only to be used in allocated break times unless permission has been sought from the staff member.
- Participants must not take photographs of staff or other participants on the course or in rehearsal.
- Staff should not take photographs of participants unless written permission has been given by parents on the personal details form.
- Jersey Arts Centre takes no responsibility for loss or damage of personal electronic devices. Devices are brought to Jersey Arts Centre at the owner's risk.

SEN (Special Educational Needs) and Disabilities

Jersey Arts Centre as a community arts organisation is committed to being inclusive. We ask staff and parents to observe the following:

- Jersey Arts Centre welcomes those with SEN or disabilities to participate in all of the activities we offer.
- Jersey Arts Centre aims to have an open dialogue with parents about how we can meet their child's needs.
- Parents must clearly communicate any SEN or disabilities on the personal details form.
- Staff will adapt courses to meet the needs of those with SEN or disabilities. For example: longer time allocated to line learning, adapting movements, allowing extra breaks etc.

- Ensuring a safe and inclusive environment with other participants in accordance with our E-Safety and Behavioural Expectations policies.

Behavioural Expectations

Jersey Arts Centre asks participants to observe the following behavioural expectations:

- to be respectful
- to be patient
- to be understanding
- to use appropriate language at all times

Jersey Arts Centre will not tolerate the following behaviours:

- discrimination
- aggressiveness (both verbal and physical)
- hate speech
- the exclusion of others
- the use of alcohol and/or drugs

If Jersey Arts Centre Staff observes any unacceptable behaviour, parents may be contacted and appropriate disciplinary action taken in line with Jersey Arts Centre's Managing Behaviour Policy.

Jersey Arts Centre asks that all participants treat each other and staff with respect, patience and understanding and use appropriate language at all times.

Managing Behaviour and Positive Interventions Policy

Jersey Arts Centre wishes for communications with young people to be positive. On the rare occasion disciplinary action is required, Jersey Arts Centre staff will remain calm, will ask for managerial assistance where needed and will follow the guidance below on how to make the disciplinary action an appropriate and managed response.

On being presented with challenging behaviour Jersey Arts Centre staff will decipher the level of negative behaviour based on the following:

1. **Distracting** – if the child is causing behaviour that is distracting to either staff or the other participants they will be politely asked to stop. If the behaviour persists it would be useful for the staff member to explain to the child why their behaviour is causing a distraction. This behavioural issue does not require further action.
2. **Disrupting** – if the child's behaviour is causing issues in the running of the course or rehearsal then they will be asked on three occasions to desist including using measures from point (1). After three interventions staff may wish to ask for managerial support. On failing this, it may be appropriate to offer the child a 'time

out' in order to calm their behaviour. It may be appropriate to inform parents of this behaviour upon collection of their child.

3. **Detrimental** – If a child is causing behaviour that is detrimental to the course or rehearsal – i.e.: violence, aggressive behaviour, shouting, bullying – managerial support must be sought by staff in the first instance. If behaviour continues, separation from other participants may be required. In this instance parents will be contacted.

Jersey Arts Centre staff and participants have the right to feel included, safe and protected at all times. If any participant is persistent with destructive behaviour, Jersey Arts Centre may discuss an appropriate exclusion period with parents.

Jersey Arts Centre staff will observe restrictions on acceptable responses to behavioural challenges. It is against UNCRC (UN Convention on Rights of the Child) requirements and in some cases Jersey Law, to:

- physically punish a pupil or to verbally threaten to do so – this includes the use of physical interventions
- deprive pupils of food or drink
- shout in anger
- display aggressive verbal or non-verbal actions or behaviours
- direct a parent or family member to impose sanctions against a pupil
- use demeaning tasks or punishments such as wearing inappropriate clothing or withhold medical treatment
- conduct personal body searches (where significant concern exists a senior manager should be contacted or support of the police should be sought)
- lock a pupil in a room or prevent them from leaving a room (except in very extreme situations of high risk)

Illness, Infections and Administering Medicines

Below is a chart of the required exclusion period for common illnesses. Children are required to adhere to these before returning to Jersey Arts Centre.

| <i>Infection</i> | <i>Exclusion Period</i> |
|------------------------|---|
| Diarrhoea and Vomiting | Whilst symptomatic and until 48 hours after last symptoms |
| Flu | Until recovered |
| Measles | Four days from onset of rash and recovered |
| Mumps | Five days after onset of swelling |
| Tonsillitis | None |

Health Protection Agency (2010) Guidance on Infection Control in Schools and other Child Care Settings

- Parents are also required to be vigilant about coronavirus. On returning to Jersey Arts Centre parents must fill in the appropriate 'Return to Rehearsal' coronavirus forms.
- At the start of each rehearsal period parents must submit the Jersey Arts Centre personal details/consent form.
- Any medical conditions and medicines taken must be written on the personal details/ consent form.
- Staff must familiarise themselves with the personal detail forms and any medical conditions of the children in their care.
- Jersey Arts Centre staff will not administer any medications to children unless in an emergency (e.g. Epi pen)
- Only staff members that are first aid trained and where parents have given written permission will administer emergency medications.
- Any emergency medications must be provided to staff by parents with appropriate documentation.
- The parent must administer any other medications.

Outings and Missing Persons

- A Risk Assessment will be carried out prior to any outing.
- Written permission must be obtained from all parents prior to the outing.
- At the start of each session a register will be taken.
- Head counts are to be regularly taken by staff.
- Meeting points must be pre-designated and times arranged when all the party should assemble. These must be strictly adhered to.
- Transport must be fully insured and all seats fitted with seat belts.
- A first aider should be present and the first aid bag taken along with any additional medication needed by individual children.
- If a child is missing, staff should alert either a Deputy Director or the Director who will check both inside and outside the building. If there is no sign of the child the police will be contacted immediately and parents also informed. Staff should then wait for the police to arrive and follow their instructions. The Directors should continue the search whilst awaiting the police.
- CEYS will be contacted and a written report sent by the Director informing them of the incident.
- Staff to child ratios should always be appropriate for the trip.

Concerns, Complaints and Whistleblowing

If parents/carers or staff members have safeguarding concerns Jersey Arts Centre aims to:

- Encourage and enable individuals to raise genuine and legitimate concerns
- Support staff to take an active role in the elimination of poor practice
- Ensure concerns are appropriately investigated
- Protect those making the complaint from victimisation or retaliation

Whistleblowing complaints fall into the following categories:

- Criminal offences
- Threats to an individual's health and safety
- Real or potential damage to the environment
- Breaking the law, including contractual obligations and health and safety regulations
- The belief that someone is covering up wrongdoing that falls into one of the previously listed categories

Any staff member that becomes aware of any of the above behaviours is strongly encouraged to report to the Deputy Directors and the Director who will engage the Jersey Arts Centre Chairperson and Safeguarding Lead if deemed necessary.

If parents/carers have any safeguarding concerns or complaints we would encourage them to first speak to the member of staff present or, if preferred, to contact the Director of Jersey Arts Centre, Chairperson or Safeguarding Lead.

Parents of children 3-12 years can contact Childcare and Early Years Service (CEYS) if there are concerns about how a complaint is being managed by Jersey Arts Centre.

CEYS: 01534 445504

Information on Safeguarding issues will be held until the child's 25th Birthday.

Allegations Against a Member of Staff

Allegations against a member of staff should be made to the Director who will then report it to the Designated Safeguarding Lead (DSL). In a situation whereby it would be inappropriate to report to the Director, the Chair of the Jersey Arts Centre Association can be reported to. The Director and/or Chairperson and/or Safeguarding Lead will inform the Independent Safeguarding Standards Organisation (ISS). The person to whom the allegation is first reported will treat the matter seriously and keep an open mind. They will not:

- instigate an investigation
- make assumptions or offer alternative explanations
- promise confidentiality, or give assurances that the information will only be shared on a 'need to know' basis

Advice about welfare support, employee assistance and counselling can be made available.

Suspension is not an automatic response. Alternatives will always be considered.

Late Pick-Up or Absence

Whilst we encourage prompt pick-up, if a parent is to be late picking up their child we will adhere to the following procedure:

- We ask parents to contact staff, informing them of estimated arrival time
- Parents must inform staff if an alternative arrangement has been made
- The staff member will wait with the child inside the building until collection
- If 45 minutes has passed without a child being picked up and there has been no contact from parents/guardians and we are unable to contact parents/guardians, Jersey Arts Centre will make contact with the Children and Families Hub or, if out of hours, then the Honorary/States of Jersey Police

In the event a child is to be absent from a rehearsal/course we adhere to the following procedure:

- We ask parents/carers to make contact with the member of staff and provide an explanation as to why their child will not be in attendance and that they will conform to policy guidance in relation to quarantine periods.
- If staff have not heard from a parent/carer before the absence, staff will contact parents/carers within a 24-hour period.

Teaching Staff Qualifications and Experience of Permanent Staff

Daniel Austin (Director + Junior Drama, Christmas Company and T.I.E. Director)
 B.A. (Hons) English and Drama / Roehampton Institute
 M.A. The Body and Representation / Reading University
 A.C.A. / Royal Welsh College of Music and Drama
 Enhanced and Barring DBS Certified (yearly)
 Safeguarding Training
 Emergency First Aid at Work (expires: July 2024)
 Paediatric First Aid (expires: July 2024)
 AED (expires: July 2022)
 Sex, Race and Discrimination Trained

10 years as Lecturer – GCSE English and Drama and A level Theatre Studies and BTEC Performing Arts at Langley College and The Henley College
22 years+ as Artistic Director

Hettie Duncan (Education & Outreach Coordinator and youththeatre co-Director)

B.A. (Hons) Sociology / University of Kent

Enhanced and Barring DBS Certified (yearly)

Safeguarding Training

Emergency First Aid at Work (expires: July 2024)

AED (expires: July 2022)

Paediatric First Aid (pending: September 2021)

Sex, Race and Discrimination Trained

7 years+ working in the arts including 5 years+ directing theatre

Nicole Twinam (Press and Marketing Officer and youththeatre co-Director)

B.A. (Hons) Performance and Theatre Arts / Goldsmiths College London University

M.A. Classical Studies / Open University

Enhanced and Barring DBS Certified (yearly)

Safeguarding Training

Emergency First Aid at Work (expires: July 2024)

Paediatric First Aid (pending: September 2021)

AED (expires: July 2022)

Sex, Race and Discrimination Trained

9 years+ working in the arts and directing theatre

Jordi Sunier (Box Office + Assistant Stage Manager and Junior Drama co-Director)

Enhanced and Barring DBS Certified

Safeguarding Training

Emergency First Aid at Work (expires: July 2024)

AED (expires: July 2022)

Paediatric First Aid (pending: September 2021)

3 years+ working in the arts

Steven Laffoley-Edwards (Deputy Director: Stage and Events)

Chef de Police – St Saviour Honorary Police

Enhanced and Barring DBS Certified

Foundation Child Safeguarding Course

Child Trauma Management Trained

First Aid at Work (expires: October 2023)

AED (expires: August 2021)

PADI Scuba Dive Instructor

Sex, Race and Discrimination Trained

Fire Marshall (2016)

Level 2 Risk Assessment

Level 2 Police Vetting

35 years+ working in the arts