



ROYAL
BALLET
SCHOOL

SETTING THE STANDARD

CHILD WELFARE POLICY

SEPTEMBER 2020



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STRENGTH AND FAITH

Introduction

The Royal Ballet School fully recognises its responsibility to safeguard and promote the welfare of all the students in its care. This responsibility encompasses the following principles:

- a) To protect students from harm or maltreatment
- b) To prevent impairment of students' health and development
- c) To ensure that students are growing up in circumstances consistent with the provision of safe and effective care, thus enabling those students to have optimum life chances and to enter adulthood successfully
- d) To identify and support children at risk or 'in need'.

All aspects of safeguarding, child protection and welfare, as well as Boarding Governance, are overseen by the Pastoral and Compliance Committee (PCC) of the Board of Governors. One Governor has allocated responsibility for ensuring Boarding compliance with the exception of the Single Central Register which is the responsibility of the Chair of the PCC as nominated Safeguarding Governor. For details of the training of governors see the *Governor Induction Policy*.

The Royal Ballet School addresses its commitment to these principles through:

Prevention: ensuring all reasonable measures are taken to minimise the risk of harm to a student's welfare and wellbeing, including;

- a) Ensuring, through training, that all teaching and non-teaching staff are aware of, and committed to, this Policy and the Safeguarding and other related policies
- b) Establishing a positive, supportive and secure environment in which students can learn and develop, where they have a sense of being valued, are encouraged to talk, and are listened to and respected
- c) Including in the curriculum activities and opportunities, including PSHE, which equip students with the skills they need to stay safe from all forms of abuse, including radicalisation, and which help them develop the skills and understanding to flourish throughout their lives
- d) Providing suitable opportunities for the student voice to be heard through regular house meetings, welfare books, student leadership roles and School Councils
- e) Providing robust pastoral support that is accessible and available to all students and that they know that there are adults in the school, and outside agencies, whom they can approach if they need support.

Protection: ensuring that all appropriate actions are taken to deal with concerns raised about the welfare of students and working in co-operation with other relevant local agencies to protect and support students who are, or are potentially, at risk or 'in need'. This includes:

- a) Sharing information about concerns with agencies who need to know, and involving students and their parents/guardians/carers appropriately
- b) Encouraging staff through the Staff Code of Conduct and the Staff ICT Acceptable Use Policy, as well as ongoing training, to maintain appropriate relationships with students at all times
- c) Reminding staff through training and policies that they must be willing and feel able to raise safeguarding concerns through the use of 'MyConcern' and go directly to Social Care if necessary
- d) Monitoring students known or thought to be at risk of harm or 'in need', and to contribute to assessments of need and support packages for those students.
- e) Providing an anonymous system of reporting for students (Tootoot). This online system provides an additional route for reporting concerns that they may wish to raise.

The school is especially conscious of the need to put in place specific additional support for EAL or SEN/D students as well as any with an EHC plan. Safeguarding, in addition to Child Protection, includes issues such as student health, safety, emotional & mental well-being, bullying and cyber-bullying, appropriate medical provision, risk of radicalisation, drugs and substance misuse. Other specific policies should be read in conjunction with this policy.