

# Child Protection and Safeguarding Policy

## 1. Introduction

PerformR (the Company) is a company run for the following purpose: To provide dance classes for children and young adults of all ages and abilities.

The Company is based at:

15 Merewood Close,  
Bickley,  
Kent,  
BR1 2AN

PerformR has adopted this safeguarding children policy and expects every adult working or helping at the Company to support and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of the Company.

## 2. Purpose of the Policy

This policy is intended to protect children and young people who receive any service from us.

PerformR believes that no child or young person should experience abuse or harm and are committed to the protection of children and young people and this policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

## 3. The Risks to Children

Nearly every child grows up in a safe and happy environment and it is important not to exaggerate or overestimate the dangers. Nevertheless, there are situations where children need protection including but not limited to:

- Sexual abuse
- Grooming
- Physical and emotional abuse and neglect
- Domestic violence
- Inappropriate supervision by staff or volunteers
- Bullying, cyber bullying, acts of violence and aggression within our schools and campuses
- Victimisation
- Self-harm
- Unsafe environments and activities
- Crime
- Exploitation

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## 4. Universality of Protection

The company recognises that:

- the welfare of the child is paramount
- all children regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm
- some children are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs or level of dependency
- working with children, young people, their parents and/or guardians, carers or other agencies is essential to protecting their wellbeing.

## 5. Safeguarding Children at Events/Activities

There are three kinds of events/activities:

- (A). those open to adults and children of all ages,
- (B). those for children accompanied by a 'parent' and
- (C). those for unaccompanied children, which are sometimes run alongside other events/activities.

At events and activities open to all ages, children under 16 must be accompanied throughout by an adult over the age of 18 who not only brings the child but also takes the child home again afterwards. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

At events and activities for children accompanied by a 'parent', children under 16 must be supervised throughout the event by an adult over the age of 18 who not only brings the child to the event but also takes the child home again afterwards. If a lone adult brings more than one child, then the children will have to stay together, so that the one adult can supervise them. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

At events and activities for unaccompanied children, children under the age of 16 must be enrolled by a responsible adult before being left with the event leader. The enrolment must record the child's name, age and address and the names and addresses of the child's parents, plus the parents' mobile telephone numbers. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

Both events and activities are to be defined broadly to include any occasions where PerformR will be providing a service.

## 6. Disclosure and Barring

PerformR offers the following activities for children:

- Extra Curricular Clubs
- Weekly Street Dance classes
- Holidays Workshops
- Private Lessons
- Parties
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Some of our activities may therefore require adult participants or adult leaders to undergo DBS and/or police checks under the Safeguarding Vulnerable Groups Act 2006. The required level of checking (if any) will broadly reflect the degree and frequency of unsupervised access given to other people's children.

PerformR will take very seriously any allegation of impropriety on the part of any member of the Company. A member of PerformR who discovers anything amiss should get in touch immediately with the following:

The logo for PerformR, featuring the word "PerformR" in a stylized font. The "Per" is in white, "form" is in teal, and the "R" is in white. The letters are bold and modern.

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Allegations will be appropriately reviewed and the likely risk to children and, if appropriate, will consider banning the member from future events or revoking his or her membership or both, but only in full accordance with the rules and procedures of PerformR.

## 7. Health and Safety Aspects of Safeguarding Children

Before starting any event for unaccompanied children, the Company will carry out a risk assessment and then take steps to minimise all risks to health and safety.

Parents and children will be made aware of any particular risks and of the steps to be taken to minimise those risks. PerformR will keep a record of all risk assessments.

Sufficient adults must be present at any event for unaccompanied children to enable one adult to deal with any emergency while another adult supervises the children not directly affected by the emergency.

## 8. Prevention of Bullying

PerformR will not tolerate the bullying of children either by adults or by other children. If any incident of child-on-child bullying should arise at a Company event, those involved will be separated immediately and the parents of the children involved will be asked to deal with the matter. PerformR will review all incidents of child-on-child bullying and assess the likely future risk to children. If appropriate, the Company will consider banning a child from future events, but only in full accordance with the rules and procedures of the Company. Allegations of adults bullying children will be dealt with in accordance with this Policy.

## 9. Photographing Children

No photos will be taken or published of any child attending an event or activity unless prior written permission is sought from a person with parental responsibility. If any person has any concerns regarding any person taking photos at an event or activity, that person should contact PerformR immediately.

## 10. Managing Behaviour, Discipline and Acceptable Restraint

Adults supervising children at the PerformR events must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used — but for that purpose only.

Unacceptable behaviour at the Company events for unaccompanied children will generally be stopped by separating the children from each other and from the group. The miscreants will be suitably supervised and will be returned as soon as possible to the care of their parents.

PerformR may apply a further disciplinary sanction; namely the banning of the child from one or more future events over the following 18 months.

A parent who is aggrieved by this ban may appeal to the Company who will hear the views of all relevant persons. The decision of the PerformR is then final.

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## 11. Legal Framework

This policy has been drawn up in accordance with all relevant and applicable legislation and guidance available to the Company in the jurisdictions it operates within in the United Kingdom. Chiefly, this policy operates in accordance with the:

- Children Act 1989
- United Nations Convention on the Rights of the Child
- Children Act 2004
- General Data Protection Regulation
- Data Protection Act 2018

This Policy is approved and robustly endorsed by PerformR and is due for review every YEAR.

**Last Updated: August 2025**