

Stars Performing Arts School

Safeguarding & Child Protection Policy

Policy Statement

Stars Performing Arts School ("Stars") is committed to safeguarding and promoting the welfare of all children and young people in our care.

We believe that:

- children and young people should never experience abuse of any kind;
- safeguarding is everybody's responsibility;
- all children have the right to protection from harm, abuse, neglect and exploitation;
- children should be treated with dignity, respect and care at all times.

We recognise our responsibility to create and maintain a safe environment in which children can learn, perform, develop and thrive.

This policy applies to:

- all staff;
- volunteers;
- freelance teachers;
- chaperones;
- contractors;
- agency workers;
- and anyone working on behalf of Stars Performing Arts School

This policy should be read alongside our:

- Behaviour Policy
- Complaints Policy
- Health & Safety Policy
- Online Safety Policy
- Data Protection & Privacy Policy
- Safer Recruitment Procedures

Legal Framework

This policy is written in accordance with:

- Children Act 1989 and 2004
- Working Together to Safeguard Children
- Keeping Children Safe in Education (KCSIE)
- The Childcare Act 2006

Stars Performing Arts School Safeguarding & Child Protection Policy

- UK GDPR and Data Protection Act 2018
- Leicester Safeguarding Children Partnership guidance
- Ofsted requirements and safeguarding expectations

Equality, Diversity & Inclusion

Stars and Tucker Management are committed to safeguarding all children regardless of:

- age;
- disability;
- gender reassignment;
- race;
- religion or belief;
- sex;
- sexual orientation;
- socio-economic background;
- additional needs or vulnerabilities.

We operate an inclusive and anti-discriminatory environment where all children are respected and valued.

Designated Safeguarding Lead (DSL)

Designated Safeguarding Lead

Name: Ruby Tucker

Role: Designated Safeguarding Lead (DSL)

Email: ruby@starsperformingarts.uk

Telephone: 07840 616 287

The DSL is responsible for:

- managing safeguarding concerns and referrals;
- maintaining safeguarding records;
- liaising with external agencies;
- ensuring safeguarding training is up to date;
- supporting staff regarding safeguarding matters;
- monitoring safeguarding procedures and compliance.

In the absence of the DSL, safeguarding concerns should be reported to a senior member of staff immediately.

Stars Performing Arts School

Safeguarding & Child Protection Policy

Recognising Abuse

Stars recognises that abuse may occur in many forms, including:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Bullying and cyberbullying
- Child sexual exploitation (CSE)
- Criminal exploitation and county lines
- Domestic abuse
- Grooming
- Online abuse
- Peer-on-peer abuse
- Forced marriage
- Female genital mutilation (FGM)
- Radicalisation and extremism

Safeguarding concerns may arise from a child's home environment, social relationships, online activity, educational setting or external influences.

Safeguarding Responsibilities

All staff and volunteers have a responsibility to:

- safeguard and promote the welfare of children;
- maintain professional boundaries;
- listen to children and take concerns seriously;
- report concerns immediately;
- challenge inappropriate behaviour or unsafe practice;
- follow safeguarding procedures at all times.

All concerns regarding a child's welfare must be treated seriously and without delay.

Reporting Concerns

If a member of staff or volunteer has concerns about a child's welfare, they must:

1. Record the concern accurately and factually.
2. Report the concern immediately to the Designated Safeguarding Lead.
3. Maintain confidentiality and share information only on a need-to-know basis.

Stars Performing Arts School Safeguarding & Child Protection Policy

Staff must never:

- promise confidentiality to a child;
- investigate safeguarding concerns themselves;
- delay reporting concerns.

If a child is believed to be at immediate risk of harm, emergency services should be contacted immediately by dialling 999.

The DSL may make referrals to:

- Children's Social Care
- Leicester Safeguarding Children Partnership
- Police
- Local Authority Designated Officer (LADO)
- Ofsted
- NSPCC

Allegations Against Staff or Volunteers

Any allegation, concern or complaint regarding the behaviour of a member of staff, volunteer or contractor towards a child will be taken seriously.

Concerns will be reported immediately to the DSL and, where appropriate:

- the Local Authority Designated Officer (LADO);
- Ofsted;
- police;
- DBS.

Stars will act in accordance with safeguarding and safer recruitment procedures and will cooperate fully with external investigations.

Safer Recruitment

Stars is committed to safer recruitment practices.

Appropriate checks may include:

- Enhanced DBS checks
- Identity verification
- Reference checks
- Right to work checks
- Qualification verification
- Employment history checks

Stars Performing Arts School

Safeguarding & Child Protection Policy

Staff and volunteers must not begin unsupervised work with children until all required safeguarding checks have been completed.

All staff receive safeguarding induction and ongoing safeguarding training appropriate to their role.

Professional Conduct & Boundaries

All staff and volunteers are expected to:

- behave professionally;
- maintain appropriate boundaries;
- avoid favouritism;
- avoid inappropriate physical contact;
- communicate appropriately with children and families.

Private or secretive communication with children through social media, messaging apps or personal devices is prohibited.

Any behaviour that could be interpreted as grooming, exploitation or abuse will be treated seriously.

Online Safety

Stars recognises the importance of safeguarding children online.

Children, staff and volunteers are expected to use technology safely and responsibly. Photography, recording or sharing of children's images must only occur with appropriate parental consent and in accordance with our Privacy Policy.

Unauthorised filming, photography or online sharing involving children is prohibited.

Photography & Media

Photographs and videos may occasionally be taken during classes, rehearsals, performances and events for educational or promotional purposes.

Written parental consent will always be obtained before using a child's image publicly.

Parents and guardians may withdraw consent at any time by contacting Stars in writing.

Stars Performing Arts School

Safeguarding & Child Protection Policy

Anti-Bullying

Stars operates a zero-tolerance approach to bullying.

Bullying, intimidation, discrimination or abusive behaviour, including online bullying, will be addressed promptly and appropriately.

Children are encouraged to speak to a trusted adult if they feel worried or unsafe.

Health & Safety

Stars is committed to providing a safe environment for children, staff and visitors.

We ensure:

- appropriate supervision ratios;
- secure premises;
- first aid provision;
- accident reporting procedures;
- risk assessments for activities and outings.

At least one qualified first aider is present during sessions.

Confidentiality & Information Sharing

Safeguarding information will be shared only where necessary and appropriate.

Stars recognises that safeguarding concerns may require information to be shared with external agencies without parental consent where a child may be at risk of harm.

All records are stored securely in accordance with UK GDPR and the Data Protection Act 2018.

Whistleblowing

Stars encourages staff and volunteers to report concerns regarding unsafe, unethical or unlawful behaviour.

Concerns raised in good faith will be taken seriously and handled appropriately.

No person raising a genuine concern will be treated unfairly as a result.

Ofsted & External Agencies

Stars will cooperate fully with:

- Ofsted;
- Leicester Safeguarding Children Partnership;
- Children's Social Care;
- police;
- and other safeguarding agencies.

Stars Performing Arts School Safeguarding & Child Protection Policy

Where required, serious incidents and safeguarding concerns will be reported in accordance with statutory obligations.

Important Contacts

NSPCC Helpline

0808 800 5000

[NSPCC](https://www.nspcc.org.uk)

Leicester Safeguarding Children Partnership

[Leicester Safeguarding Children Partnership](https://www.leicestersafeguardingchildrenpartnership.org.uk)

Ofsted

0300 123 1231

[Ofsted](https://www.ofsted.gov.uk)

Monitoring & Review

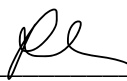
This policy will be reviewed annually or sooner where:

- legislation changes;
- safeguarding guidance changes;
- operational changes occur;
- safeguarding incidents indicate updates are required.

Policy Review Information

Last Reviewed: 12th May 2026

Next Review Due: 12th May 2027

Signed:  _____

Name: Ruby Tucker

Role: Designated Safeguarding Lead

Stars Performing Arts School

Website: www.starsperformingarts.uk