

THE DU BOISSON DANCE FOUNDATION

SAFEGUARDING POLICY

1 Introduction

- 1.1 The Du Boisson Dance Foundation (the **Foundation**) is committed to ensuring that it provides a safe and trusted environment which safeguards and promotes the welfare and wellbeing of anyone who comes into contact with the Foundation.
- 1.2 The trustees of the Foundation (the **Trustees**) recognise that they are ultimately responsible for ensuring that those benefiting from, or working with, the Foundation, are not harmed in any way through contact with it and are treated in a safe, respectful and appropriate manner. This responsibility relates in particular to young people (i.e. those under 18 years of age) and vulnerable persons including the elderly, refugees and adults at risk.

2 Scope

- 2.1 This safeguarding policy (the **Policy**) provides a framework as how to prevent, identify and respond to safeguarding incidents.
- 2.2 This Policy applies to the Trustees. It also applies to any staff, contractors, volunteers, or any other person associated with the Foundation, wherever located (together referred to as '**staff**' in this Policy).
- 2.3 This Policy aims to deter, minimise and remove opportunities for the abuse of those who come into contact with the Foundation and its work, in particular children, young people and adults at risk; and provide staff with the overarching principles that guide the Foundation's approach to safeguarding.

3 Other policies

This Policy should be read in conjunction with any applicable policies which may be adopted by the Foundation from time to time.

4 Summary of Key Safeguarding Responsibilities

- 4.1 The Foundation acknowledges the importance of the [Charity Commission of England and Wales guidance on safeguarding](#) and the Trustees consider that they should treat it as applying to the Foundation and the following safeguarding requirements:
 - 4.1.1 providing a safe and trusted environment which safeguards anyone who comes into contact with it;

- 4.1.2 setting an organisational culture that prioritises safeguarding, so that it is safe for those affected to come forward and report incidents and concerns with the assurance they will be handled sensitively and properly;
- 4.1.3 having adequate safeguarding policies, procedures and measures to protect people; and
- 4.1.4 providing clarity as to how incidents and allegations will be handled should they arise, including reporting to the relevant authorities, such as the Charity Commission.

5 Policy Statement

5.1 Safeguarding and promoting well-being and welfare means:

- 5.1.1 protecting the rights of persons and in particular adults at risk, to live in safety, free from abuse and neglect; and
- 5.1.2 protecting children from abuse and maltreatment; preventing harm to children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children and young people to have the best outcomes.

5.2 The Foundation believes that all persons, without exception, have the right to protection from bullying, harassment (including sexual harassment), physical or emotional abuse and exploitation and takes a zero-tolerance approach to these behaviors. Discrimination, prejudice or oppressive behaviour or language in relation to any of the following are not acceptable: race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

5.3 The Foundation acknowledges that safeguarding does not encompass only the prevention of physical abuse but also the protection of people from harm generally, including neglect, emotional abuse, exploitation, radicalisation, forced marriage, child trafficking, and the consequences of the misuse of personal data.

6 Safeguarding and Promotion of Welfare and Well-being of Children

6.1 The Foundation's work as a dance school brings it into direct contact with its beneficiaries and, therefore, we set out below our policy to safeguard children and young people in particular, and to the promotion their welfare and wellbeing.

6.2 The Foundation believes that child protection requires everyone to take responsibility and that every child matters. The Foundation recognises that the care, protection and welfare of the child is paramount and that all children have the right to be protected from all types of harm. The Foundation is committed to safeguarding children and young people from harm in line with the United Nations Convention on the Rights of the Child 1992 (UNCRC).

- 6.3 The Foundation ensures compliance by embedding, as appropriate, children's rights policies within the Foundation's philosophies, policies, standards, guidelines, procedures and culture to protect children from both intentional and unintentional harm
- 6.4 If a Trustee or member of staff has or is made aware of a safeguarding concern, this should be raised with the Chair of the Foundation, or another Trustee, who will seek advice on the next steps.
- 6.5 There are four main types of child abuse: **physical abuse, sexual abuse, emotional abuse** or **neglect**. Children can suffer from one or a combination of these forms of abuse.
- 6.6 The Foundation recognises that it has safeguarding responsibilities where its activities facilitate contact between Foundation staff and children, or have an impact on children. This includes a duty to protect children from harm or risk of harm as a result of:
- misconduct by our staff;
 - poor practice; and/or
 - the poor design or implementation of our activities.
- 6.7 The Trustees will ensure there are adequate safeguarding and whistleblowing policies in place for the Foundation and its work and will review these, along with their application, regularly.

7 Partner Organisations

- 7.1 As part of its due diligence in relation to potential partner organisations with which the Foundation may fund or partner, the Foundation will seek assurances that such organisations have in place adequate safeguarding arrangements, including appropriate policies and mechanisms to provide assurance on compliance.
- 7.2 All partners working with the Foundation are required to comply with this Policy.

8 Serious Incident Reporting

- 8.1 A serious incident is an adverse event, whether actual or alleged, which results in or risks significant:
- 8.1.1 harm to a charity's work, beneficiaries, staff, volunteers or others who come into contact with the charity through its work;
 - 8.1.2 loss of a charity's money or assets;
 - 8.1.3 damage to a charity's property; or
 - 8.1.4 harm to a charity's reputation.
- 8.2 The Foundation will respond to all suspicions, allegations and incidents of abuse swiftly and appropriately and take professional advice where appropriate. This may include reporting to

the appropriate entities, including police forces, any relevant national authorities and the Charity Commission.

8.3 The Trustees acknowledge the Charity Commission's [serious incident reporting guidance](#) and in the safeguarding context, their duty to make a serious incident report to the Charity Commission in the event:

8.3.1 of an incident where someone has been, or has alleged to have been, abused or mistreated and this is connected with the Foundation's activities;

8.3.2 a beneficiary(ies) has been, or is alleged to have been, abused or mistreated while under the Foundation's care, or by someone connected with the Foundation, for example, a Trustee; and/or

8.3.3 the Foundation's procedures or policies relating to safeguarding matters have been breached and this has placed beneficiaries at risk.

9 Implementation of Policy

9.1 This Policy will be provided to all Trustees and any staff as part of their induction, and training will be provided on this Policy as appropriate.

9.2 Failure to comply with this Policy by any staff will be considered as gross misconduct and potentially grounds for dismissal.

10 Monitoring and Review

This Policy will be reviewed at least annually by the Trustees or more frequently should circumstances dictate or when relevant legislation changes.

11 Definitions

11.1 **adult at risk:** An adult at risk is anyone aged 18 or over who:

- has needs for care and support (whether or not a local authority is meeting any of those needs) and
- is experiencing, or is at risk of, abuse or neglect
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

An adult at risk of abuse may:

- have an illness affecting their mental or physical health;
- have a learning disability;

- suffer from drug or alcohol problems; or
 - be frail.
- 11.2 **Child:** A 'child' or 'children' are defined as anyone that has not reached their 18th birthday irrespective of the age of majority in the country where a child is, or in their home country (UNCRC).
- 11.3 **Child abuse:** is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. It often occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a child regardless of their age, gender, race or ability. Even in situations where it may be felt that the child accepted or somehow invited the abuse, it is still abuse.
- 11.4 **Child Protection:** refers to the actions taken in order to prevent or stop all behaviours considered dangerous for the physical and psychological health of children.

Last reviewed by the Trustees: 11 March 2025