



## SAFEGUARDING POLICY

Rainbow Theatre London Limited (“**Rainbow Theatre London**”) recognises its duty of care to children with whom we carry out our work, including under the Children and Young Persons Act 1963.

Rainbow Theatre London recognises that child abuse can take many forms, including physical, emotional and sexual abuse and neglect. Rainbow Theatre London is committed to protecting children from harm.

Rainbow Theatre London believes that:

- the welfare of the child is paramount.
- all children, whatever their age, culture, gender, racial origin, religious beliefs and/or sexual identity, have the right to protection from abuse.
- all suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately in conjunction with the applicable educational establishment.

Rainbow Theatre London will ensure that:

- all children will be treated equally and with respect and dignity.
- the welfare of each child will always be put first.
- enthusiastic and constructive feedback will be given to each child rather than negative criticism.
- bullying of children will not be accepted or condoned.
- Rainbow Theatre London staff and freelancers should provide a positive role model for dealing with children.
- action will be taken to stop any inappropriate verbal or physical behaviour in front of children.

We always strive to be the best role models we can be for young people. This means, for example:

- we watch our language around young people.
- we never promote smoking or drinking alcohol (unless this is a necessary part of the play) or any risky behaviour.
- we let children shine and do not take attention away from them as the stars of our shows.

- we acknowledge that children work at different paces and in different ways, so we will be sensitive to this and never force a child to do something they are not comfortable doing.

Rainbow Theatre London has child protection procedures which accompany this policy. This policy will be regularly monitored and will be subject to annual review.

## CHILD PROTECTION PROCEDURES

### Unsupervised Contact

- Rainbow Theatre London should try to ensure that no adult has unsupervised contact with children.
- We insist that a teacher or member of staff at the school is present in the shows at all times.

### Physical Contact

- All Rainbow Theatre London staff should maintain a safe and appropriate distance from children.
- Adults should only touch children when absolutely necessary in relation to the particular activity.
- Adults should seek the consent of the child prior to any physical contact and the purpose of the contact must be made clear.

### Photographs

- Rainbow Theatre London should take particular care with regard to taking, using and storing photographs or other images of children.
- Permission should be sought from parents/guardians for use of photographs or other images of children for promotional or other purposes.

### Suspicion of Abuse

- Rainbow Theatre London will immediately make this known to a member of staff of the school and tell them they have a safeguarding concern.
- Each school is required to have individuals who are nominated for specific safeguarding responsibilities. Find out who that person is and ask that the concern is raised with them. You should also tell a director of Rainbow Theatre London (Rae or Helen).
- You should make a note for your own records of what you have witnessed, together with your response.

### Disclosure of Abuse

If a child confides in you that abuse has taken place:

- Remain calm and in control and listen carefully, showing the child that you are taking the allegation seriously.
- Do not ask leading questions.

- Do not promise to keep what you are told a secret. Explain to the child that you will need to share this information with people who need to know and who should be able to help.
- As soon as is reasonably practicable, follow the process of informing relevant people under the 'suspicion of abuse' section.
- Reassure the child the "they did the right thing" in telling someone.
- As soon as possible after the conversation with the child, make a note of what was said, using the child's own words if possible. Note the date, time, any names that were involved or mentioned, whether anyone else was present and who you gave the information to. Make sure you sign and date your record and that it is stored securely.
- Do not confront the alleged abuser.

### **Accidents**

- To try to avoid accident.
- If a child is injured in our presence, we should immediately notify the relevant member of staff at the school who will advise on the best course of action.
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### **Disclosure and Barring Service**

- Rainbow Theatre London believes it is in its best interests to obtain DBS checks for all of our staff and freelancers who work with children.
- Rainbow Theatre London will ensure that information contained in the disclosure is kept confidential, secure and is not misused.