



SAFEGUARDING AND CHILD WELFARE POLICY

Introduction

The Royal Ballet School fully recognises its responsibility to safeguard and promote the welfare of the students in its care, whether boarders and day. 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 have in place procedures for identifying and reporting cases, or suspected cases, of abuse
- e) To support students who may have been abused.

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

Prevention: ensuring all reasonable measures are taken to minimise the risks of harm to students' welfare. These include:

- a) Ensuring, through training, that all teaching and non-teaching staff are aware of and committed to this policy and the policies and procedures for Child Protection, Health & Safety, Anti-Bullying, Behaviour, Safer Recruitment, and ICT Acceptable Use
- 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 abuse and which help them develop skills and understanding to flourish throughout their lives
- d) Ensuring that students know that there are adults in the school whom they can approach if they are worried
- e) Developing and implementing a rigorous Health and Safety policy, in School and when planning visits or trips
- f) Operating safe recruitment procedures, including CRB checks and compliance with Independent School Standards Regulations
- g) Displaying appropriate posters that detail contact numbers for Child Protection help-lines
- h) Welcoming visitors in a safe and secure manner
- i) Ensuring that any community groups which use our premises for the provision of services to children have their own Child Protection policy, or are prepared to adopt our own policy.

Protection: ensuring that the School acts in co-operation with other agencies to protect and support students who have been abused. This includes:

- a) Developing and implementing procedures for identifying and reporting cases, or suspected cases, of abuse
- b) Ensuring all appropriate actions are taken to address concerns about the welfare of a student or students, working to agreed local policies and procedures in full partnership with other local agencies especially the Police and the Richmond, Hammersmith and Westminster Safeguarding Children Boards and LADOs
- c) Sharing information about concerns with agencies who need to know, and involving students and their parents/guardians/carers appropriately

- d) Monitoring students known or thought to be at risk of harm, and to contribute to assessments of need and support packages for those students
- e) Supporting any student who has been abused in accordance with his/her agreed Child Protection plan, and all vulnerable students through the School Child Protection, Behaviour and Anti-bullying policies.

Caring for students

The Royal Ballet School makes the fitness and well-being of its students a high priority. As well as dance and academic classes, students have access to a number of experts to help them:

- a) A full-time physiotherapist is available throughout the week
- b) Students have access to a nutritionist, a performance psychologist and a counselor when specialist help would be beneficial
- c) Tutors, House staff and senior members of staff are available throughout the term to provide advice, support and guidance
- d) Students are required to register with the School's GP practice when they arrive. There is a School doctor who visits Upper School and a School Nurse at Lower School, and many members of staff are First Aid trained. The School has easy and rapid access to consultant specialists in sports medicine.

Through close liaison with parents, guardians and medical services, the School provides care and support for students if they have a particular medical condition such as Crohn's Disease or epilepsy, or if they have family concerns.

The PSHE and BTEC courses include a focus on 'The Healthy Performer'. Body Conditioning and Pilates classes help to prevent injury. The Dining Hall and boarding Houses at Lower School and Wolf House, Jebson House and the Long Acre flats at Upper School give the highest priority to student welfare and to excellent nutrition.

The Royal Ballet School welcomes students from all over the world. Extra English classes and support are provided and support provided to enable those for whom English is not a native language to make excellent progress, whatever their background.

The School provides support if students have specific learning difficulties or special educational needs, and arranges full access arrangements for academic examinations.