

CHILD PROTECTION POLICY

Introduction

Ngoma Dolce Music Academy is a music school, a centre of creativity, and a haven of happiness and caring personal development. Children are at the centre of our work and we have a commitment to protecting all children in our care. To ensure that the Academy always provides an enabling environment in which children grow and develop, this policy has been adopted. This policy is approved and endorsed by the Board of the Academy, and it applies to all staff of, and all visitors to, Ngoma Dolce Music Academy towards children in their care and on our premises.

In keeping with our policy of safeguarding Children, we adhere to the following UN Convention on the Rights of the Child:

Parties shall protect the child from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse. (UN Convention on the Rights of the Child (1989), Article 19). A child is defined as anyone under the age of 18.

This policy sets out common values, principles, and beliefs and describes the steps that will be taken in meeting our commitment to protect children.

Our Values, Principles and Beliefs

- ✓ All Children have the right to protection from both physical and emotional abuse regardless of gender, ethnicity, disability or beliefs.
- ✓ Child abuse involves the abuse of children's rights.
- ✓ Child abuse is never acceptable.
- ✓ At Ngoma Dolce Music Academy we are committed to protecting children in our care and on our premises from all forms of abuse and exploitation without exception.
- ✓ It is part of our commitment to improve the situation of all children through promotion of their rights.

Our Commitment to protect children from abuse

- ❖ Creating Awareness. We will ensure that Staff and all other individuals associated with Ngoma Dolce Music Academy are aware of the problem of child abuse and the risks it poses to children.
- ❖ Measures in preventing child abuse and exploitation will be taken by means of awareness and good practice so as to minimise the risks to children.
- ❖ Reporting. We will ensure that staff and other individuals are clear on what steps to take where concerns arise regarding the safety of children. We will ensure an supportive environment where children and adults can share their fears and secrets or voice their concerns about unacceptable and/or abusive behaviour towards children in ways that do not compromise their privacy or safety.

- ❖ In responding to child abuse concerns on our premises, we will take necessary action to support and protect the concerned child or children.
- ❖ We will support children and staff or individuals who raise concerns or who are the subject of concerns.
- ❖ We will act appropriately and effectively in instigating or co-operating with any subsequent process of investigation.
- ❖ We will work in partnership with parents/guardians/carers to ensure the protection of children.

We will ensure our commitments in protecting children are met by:

- Ensuring all staff and individuals associated with Ngoma Dolce Music Academy abide by the code of conduct.
- Making accessible a copy of the child protection policy for all staff and ensuring they sign an acknowledgement that they have read the document and will comply with its requirements.
- Briefing new staff during their Induction on our policy and commitment to protecting children.

CODE OF CONDUCT

All staff and Individuals at Ngoma Dolce Music Academy must ensure that children in their care and on our premises are protected and will abide by this Code of Conduct:

1. All children have equal rights. Discrimination against any child based on their social status, gender, behavioural style, disability or ethnic grouping is never allowed.
2. Children must never be bullied, humiliated, belittled or degraded for any reason.
3. Children must never be physically or emotionally assaulted or abused.
4. Staff and all other adults must never develop physical / sexual relationships with children.
5. Use of strong language, profanities or other demeaning and disrespectful language is prohibited.
6. Showing or distributing obscene materials and all immoral, indecent or offensive photographic or video images and audio content to children is highly prohibited.
7. Staff must never dress or pose in an inappropriate or sexually provocative sense, or a manner deemed to be immoral and capable of defiling or corrupting a child's mind.
8. Music is a performance art and staff may wish to take photographic or video images their students as part of good teaching practice. This will always be in consultation with parents and/or guardians of all children involved, and with their written consent. The reasons for taking images must be clearly explained. Any photography will be on Academy premises, and in the context of educational activity. Any photographs to be used for promotional purposes will require the written consent of

the parent/guardian to the use of such images, and they will be shown the images before they are printed or uploaded.

9. All those working at Ngoma Dolce Music Academy must ensure the safety and security of all children on our premises.
10. All staff must be alert at all times and be aware of situations which may pose risks to the safety and security of children and take preventive measures immediately, or report to the Academy Administrator and / or the Director as appropriate.
11. We will listen to and take seriously the views and wishes of children, and take seriously any concerns raised.

All enquiries or concerns should be addressed to the Directors or to the Administrator.