

Safeguarding Policy for Richmond Piano School

1. Introduction

Richmond Piano School is committed to safeguarding and promoting the welfare of all students, particularly those under 18. The welfare of the students is paramount, and the school recognizes its responsibility to provide a safe environment that ensures students are protected from harm and abuse.

2. Safeguarding Principles

- The best interests of the students will always be the primary consideration.
- All students, regardless of age, ability, gender, race, or background, have the right to feel safe, secure, and protected.
- All teachers must be aware of safeguarding procedures and actively promote a culture of safety.
- The school will work in partnership with local authorities and child protection services, to ensure the welfare of students.

3. Definition of Safeguarding

Safeguarding refers to the proactive measures taken to protect students from:

- Abuse (physical, emotional, sexual, and neglect)
- Bullying and cyberbullying
- Exploitation, including online grooming
- Radicalization or extremism
- Other forms of harm, such as substance abuse or mental health challenges

4. Roles and Responsibilities

- **Designated Safeguarding Lead (DSL):** The DSL is responsible for managing safeguarding concerns, including reporting and coordinating with external agencies.
- **Teachers:** All teachers have a duty to report any concerns about a student's welfare to the DSL and adhere to safeguarding protocols.
- **Students:** Students are encouraged to speak out about any concerns they may have regarding their safety or the safety of others.

5. Safe Recruitment Practices

- All teachers will undergo appropriate background checks, including an enhanced DBS (Disclosure and Barring Service) check, to ensure they are suitable to work with children and vulnerable adults.
- Interviews and reference checks will be conducted before offering any positions within the school.

6. Training and Awareness

- All teachers will receive this policy.

7. Reporting Concerns

- Any concerns about a student's welfare should be reported to the Designated Safeguarding Lead (DSL) immediately.
- The school will follow local child protection procedures and ensure timely reporting to relevant authorities (e.g., social services or police) if necessary.

8. Confidentiality and Information Sharing

- All safeguarding information will be treated confidentially and only shared with those who need to know in order to protect the welfare of the student.
- Any disclosures made by students or third parties will be handled with care, ensuring the student's privacy and safety are prioritized.

9. Whistleblowing

- Teachers and students are encouraged to report any concerns about the behaviour of colleagues or anyone in the school that may be harmful or inappropriate.
- The school has a clear whistleblowing procedure in place to support individuals in coming forward with concerns about misconduct or safeguarding failures.

10. Preventing Bullying and Harassment

- The school has a zero-tolerance policy towards bullying, harassment, and discrimination, whether it occurs in person or online.
- A clear procedure is in place for reporting and addressing bullying incidents, and appropriate actions will be taken to ensure a safe and inclusive environment for all students.

12. Procedures for Allegations Against Staff

- If an allegation of abuse is made against a teacher, the school will follow strict protocols in line with local authority and regulatory body guidelines.
- The allegation will be investigated impartially, and appropriate action will be taken in line with the school's disciplinary procedures.

13. Safeguarding for Events and Performances

- All public performances or events organized by the school will have safeguarding measures in place, including adequate supervision and safety protocols.
- Clear guidelines will be provided for parents or guardians regarding their role in supporting the students during events, including pick-up and drop-off procedures.

14. Review of the Safeguarding Policy

- This policy will be reviewed regularly to ensure it remains current and effective. Any amendments will be communicated to all teachers, students, and parents.

- The safeguarding policy will be made available on the school's website and distributed to all new teachers during their induction.

15. Contact Information

For any safeguarding concerns or queries, please contact:

- **Designated Safeguarding Lead (DSL):** Alena Fletcher, tel: 07827572543, richmondpianoschool@gmail.com
- **Deputy DSL:** Vesna Pavlova, vesna.richmondpianoschool@gmail.com
- **Local Safeguarding Board Contact:** tel: 07834386459, Iscb-support@kingrichlscb.org.uk