



c/o The Bursar
Royal Grammar School
Amersham Road
HIGH WYCOMBE
Buckinghamshire
HP13 6QT

Chiltern Music Academy

Child Protection Policy



Date: **September 2022**

To be reviewed: **January 2024**

The purpose and scope of this policy document

At CMA we believe that a policy on child protection is founded on the right of all children and young people to be safe and to feel safe, and that it is the fundamental obligation of organisations working with children and young people to robustly secure this right.

The aim of this policy is to provide Staff, Music Leaders, and Volunteers including Trustees with the framework they need to keep children and young people in CMA safe and secure and to provide parents and carers with information about how we will safeguard their children and young people whilst they are in our care.

Legal Framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents

- Child Protection Handbook
- Vision and Values
- Health and Safety Policy
- Equality and Diversity Policy
- Music Leaders' Handbook
- Volunteer Handbook

We believe that:

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- The welfare of children and young people is paramount in all the work we do and in all the decisions we take all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation have an equal right to protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare

We will seek to keep children and young people safe by:

- Valuing, listening to and respecting them
- Appointing a nominated designated safeguarding lead for children and young people, a deputy and a trustee for safeguarding
- Adopting child protection and safeguarding best practice through our policies, procedures and codes of conduct
- Developing and implementing an effective safety policy and related procedures
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and codes of conduct confidently and competently
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- Sharing information about safeguarding and good practice with children and young people and their families
- Making sure that children, young people and their families know where to go for help if they have a concern
- Using our safeguarding and child protection procedures to share concerns and relevant information with parents, families and carers appropriately
- Using our procedures to manage any allegations against CMA Music Leaders, Staff and Volunteers, including Trustees appropriately
- Creating and maintaining an anti-bullying environment and ensuring that we deal effectively with any bullying that does arise
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for the whole CMA community by applying health and safety measures in accordance with the law and regulatory guidance
- Building a safeguarding culture where everyone within CMA treat each other with respect, trust each other and are comfortable about sharing concerns

Contact Details

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| Designated Safeguarding Lead (DSL): | Elen Môn Wayne |
| Deputy DSL: | Tim Venvell & Andy Rogers |
| Safeguarding Trustee: | Hilary Nohavicka |
| Chair of Trustees: | Sam Laughton |
| NSPCC Helpline: | 0808 800 5000 |