



SAFEGUARDING

Child

CORPORATE POLICY

R360 Media, Theatre, and Arts Child Safeguarding Policy

R360 Media, Theatre, and Arts CIC

Child Safeguarding Policy

1. Introduction

R360 Media, Theatre, and Arts CIC is committed to creating a safe and nurturing environment for all children and young people who engage with our activities and services. This policy outlines our commitment to safeguarding children, preventing harm, and promoting their well-being.

2. Scope

This policy applies to all staff members, volunteers, contractors, and anyone else involved in R360 Media, Theatre, and Arts CIC's activities that interact with children and young people. R360 Media, Theatre, and Arts CIC works with children and young people from the age of 8 to 18. However, we also work with adult not in work, adult suffering mental illness, and other vulnerable adults. Check out our Adult Safeguarding policy.

3. Principles of Child Safeguarding

R360 Media, Theatre, and Arts CIC is guided by the following principles:

- a) **Best Interests:** The best interests of the child are paramount in all our actions and decisions.
- b) **Non-Discrimination:** All children, regardless of their background, race, religion, gender, or ability, have the right to protection.
- c) **Empowerment:** Children's voices and opinions will be heard, respected, and considered in matters affecting them.
- d) **Prevention:** We aim to prevent harm by identifying and addressing risks and vulnerabilities.



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- e) Responsibility: Everyone associated with R360 Media, Theatre, and Arts CIC shares a responsibility for safeguarding children.

4. Legal and Regulatory Framework

R360 Media, Theatre, and Arts CIC takes seriously its responsibility to protect and safeguard the welfare of the children, young people and vulnerable adults entrusted to its care.

R360 Media, Theatre, and Arts CIC will adhere to all relevant laws and regulations related to child safeguarding, including but not limited to:

- I. Children Act 1989 and 2004
- II. Protection of Freedoms Act 2012
- III. United Nations Convention on the Rights of the Child
- IV. Working Together to Safeguard Children (2021)
- V. Safeguarding Vulnerable Groups Act 2006
- VI. Data Protection Act 2018 (GDPR)

5. Safeguarding Procedure

Recognise and Respond: Any staff member, volunteer, or participant who suspects or witnesses any form of abuse or concern must report it immediately to the Designated Safeguarding Lead (DSL).

- a) Report: The DSL will assess the concern and determine the appropriate course of action, which may involve reporting to external agencies as required.
- b) Support: Children and their families will be provided with appropriate support and assistance throughout the process.
- c) Record: All concerns, actions taken, and communication will be accurately recorded and securely stored.

6. Designated Safeguarding Lead (DSL)



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R360 Media, Theatre, and Arts CIC have a Designated Safeguarding Lead (DSL) who is responsible for overseeing the implementation of this policy, providing guidance, and acting as a point of contact for concerns or incidents related to child and young safeguarding.

The DSL is responsible for:

- a) Ensuring staff and volunteers are aware of the Child Safeguarding Policy and procedures.
- b) Coordinating safeguarding training and awareness programs.
- c) Managing and responding to safeguarding concerns.
- d) Liaising with external agencies as necessary.
- e) Keeping accurate and confidential records of concerns and actions.

If the Designated Safeguarding Lead is not on site, then the member of staff must not delay passing on the information but must report it as soon as possible to a senior member of the R360 Media, Theatre, and Arts team. They should also leave reports for the Designated Safeguarding Lead regarding the situation.

If the suspicions in any way involve a member of staff, then the report should be made in the first instance to the Executive Director - Ayoade Adedokun on 07981750001 or ayoade@r360mediatheatreandarts.com

Contact should then be made to the Designated Safeguarding Lead, Christopher Olabode Ajanaku on 0161 681 6777 or christopher@r360mediatheatreandarts.com.

7. Recruitment and Training

Our staff members, volunteers, and contractors working with children and young people undergo thorough background checks, including Disclosure and Barring Service (DBS) checks, as required. Training on child safeguarding, including identifying signs of abuse, reporting procedures, and appropriate behaviour are provided to all individuals interacting with children.

8. Working with Other Agencies

R360 Media, Theatre, and Arts CIC will collaborate with relevant external agencies, such as local authorities, police, and child protection organisations, when necessary.



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9. Former Staff

Child safeguarding responsibilities and obligations extend to former staff members, ensuring any concerns or allegations are appropriately addressed even after their departure.

10. Code of Conduct

A clear and comprehensive code of conduct have been communicated to all individuals involved in R360 Media, Theatre, and Arts CIC's activities. This code outline expected behaviour, boundaries, and interactions when working with children and young people.

11. Gifts

Staff members, volunteers, and participants are prohibited from accepting or offering gifts, favours, or financial assistance to or from children, their families, or guardians.

12. Physical Contact and Personal Care

Physical contact with children will be limited to appropriate situations, such as comforting or assisting with personal care, and should always be carried out with the child's consent and in an open environment.

13. Images and Videos

Photographs and videos of children will only be taken and used for authorised purposes with explicit parental or guardian consent. These images will be stored securely and only shared with individuals who have a legitimate need to access them.

14. Risk Assessment and Management

An ongoing risk assessment will be conducted for all activities involving children. This assessment will identify potential risks and implement appropriate measures to mitigate them, ensuring the safety and well-being of all participants.

15. Reporting and Responding to Concerns



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Any concerns or incidents related to child safeguarding will be taken seriously and handled promptly. All individuals associated with R360 Media, Theatre, and Arts CIC are encouraged to report concerns to the DSO. The DSO will follow the organisation's reporting procedures and, if necessary, involve external agencies, such as local authorities or law enforcement.

16. Confidentiality

All concerns and incidents will be treated with the utmost confidentiality, with information only shared on a need-to-know basis. Data protection principles will be followed to safeguard the privacy of all individuals involved.

17. Record Keeping

Accurate and detailed records of safeguarding concerns, actions taken, and communication will be maintained securely and confidentially in compliance with data protection laws.

18. Communication and Awareness

This Policy have been communicated to all staff members, volunteers, contractors, parents, and children involved in R360 Media, Theatre, and Arts CIC's activities. Regular training and awareness programs are conducted to ensure a clear understanding of the policy and procedures.

19. Review and Monitoring

This policy will be reviewed annually or as needed to ensure its effectiveness and compliance with changing laws and best practices. Any updates or changes will be communicated to all relevant stakeholders.

20. Conclusion

R360 Media, Theatre, and Arts CIC is dedicated to creating a safe and secure environment where children and young people can express themselves creatively, learn, and grow. By adhering to this comprehensive Child Safeguarding Policy, we demonstrate our unwavering commitment to prioritising the safety, well-being, and dignity of all children and young people involved in our activities. Through adherence to these principles and procedures, we create an environment where creativity can flourish in a secure and nurturing manner.



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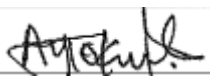
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References

References used in developing this policy are available upon request.

Signed:

Name: Ayoade Adedokun

Signature: 

Date: 16/05/2022.

Name: Christopher AJANAKU

Signature: 

Date: 16/05/2022.

Note: This policy is subject to regular review and may be updated as needed to align with changes in legislation, best practices, or the organization's activities.