

Safeguarding Policy

This policy has been implemented by Music Box in line with published guidance from the ISCP (Islands Safeguarding Children Partnership) and following the principles of the Children (Guernsey and Alderney Law) 2008.

The template policy structure and wording are those of the NSPCC.

The purpose and scope of this policy statement is:

- to protect children and young people who attend Music Box Dance and Bananadrama classes from harm. This includes the children of adults who use our services.
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection. This policy applies to anyone working on behalf of Music Box Dance and Bananadrama, including the partners, paid staff, volunteers and students.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in Guernsey.

This policy statement should be read alongside the Music Box Code of Conduct.

The designated safeguarding officer is Miss Eleanor Mitchell, Partner of Music Box. Her role is:

- dealing with disclosures and concerns about a child or young person.
- managing allegations against staff and volunteers.
- recording concerns and information sharing.
- child protection records retention and storage.
- code of conduct for staff and volunteers.
- behaviour codes for children and young people.
- photography and sharing images guidance.
- safer recruitment.
- online safety.

- anti-bullying.
- managing complaints.
- whistleblowing.
- health and safety.
- induction, training, supervision and support.
- adult to child supervision ratios.

Music Box believes 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 is paramount in all the work we do and in all the decisions we take.
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.
- all children, regardless of age, ability, 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 and that extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

Music Box will seek to keep children and young people safe by:

- valuing, listening to and respecting them.
- appointing a nominated child protection lead for children and young people.
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- developing and implementing an effective online 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 behaviour codes confidently and competently.
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.
- 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 agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- using our procedures to manage any allegations against staff and volunteers appropriately.
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us 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 our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

Contact details:

Nominated child protection lead Name: Mrs Eleanor Rose (Mitchell), Partner, 07781 400293.

Deputy Lead: Mr Peter Mitchell, Partner, 07781 430984

This policy was last reviewed on: 10th January 2026.