

**Safeguarding Policy**  
**March 2026**

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## 1. Emergencies

If you believe that a child is in immediate need of protection you must contact the police on 999.

## 2. Contact Details

Designated Safeguarding Lead	Barbara Palczynski, Chief Executive	<a href="mailto:barbara@nationalyouthballet.org">barbara@nationalyouthballet.org</a>
Deputy Designated Safeguarding Lead	Charlie Fulton-Langley, General Manager	<a href="mailto:info@nationalyouthballet.org">info@nationalyouthballet.org</a>
Trustee with responsibility for Child Protection	Paul Reeve	<a href="mailto:paulrjackson4@gmail.com">paulrjackson4@gmail.com</a>
Safeguarding and Support Team Manager (SSTM)	Jules Renahan	<a href="mailto:jules@nationalyouthballet.org">jules@nationalyouthballet.org</a>
NYB team may report internal safeguarding failings	The NSPCC whistleblowing helpline	0800 028 0285 (0800 - 2000 Monday - Friday)  <a href="mailto:help@nspcc.org.uk">help@nspcc.org.uk</a>
Children seeking confidential advice	Childline	<a href="https://www.childline.org.uk/">https://www.childline.org.uk/</a>  0800 1111 (available 24 hours a day, 7 days a week)

## 3. Introduction

National Youth Ballet is dedicated to ensuring the safety, protection and well-being of all children, young people, and adults at risk under our care. We are committed to treating them with respect, listening to them, and taking their concerns seriously, while preventing any actions that undermine their dignity or rights.

We have a duty of care to all children with whom we work. We recognise that some of our participants have complex needs and disabilities but, first and foremost, they are children and are afforded the same opportunities, rights and protections as all other children. NYB's approach is centered on supporting each participant's right to achieve their full potential. Parents and carers need to feel confident that, as an organisation, we have the safety of participants as our primary concern.

This policy outlines our approach to training, recording and responding to incidents, complaints, low level concerns, and alleged or suspected incidents of abuse. It provides clear procedures for the team to follow if they are concerned about the welfare of a child within our care. This policy applies to all team members, trustees and volunteers working with National Youth Ballet. The Safeguarding Policy is made available to parents and carers on our website and to our team at both contracting and induction stage. The Safeguarding Policy is revised annually in conjunction with updates to the DfE Keeping Children Safe in Education Guidance. Further amendments may be necessary as new guidance is published.

#### **4. Rationale**

The NYB Safeguarding Policy encompasses what we do to prevent harm and protect the overall wellbeing of a child (safeguarding) and how we respond when we believe that a child is at risk of or has been harmed (child protection).

It has been drafted in line with professional guidance produced by:

- Arts Council England 'Keeping Arts Safe; Guidance for Artists and Arts Organisations on Safeguarding Children, Young People, and Vulnerable Adults' including their [Safeguarding and Child Protection Policy](#)
- DfE [Working Together to Safeguard Children](#) .
- DfE [Keeping Children Safe in Education](#) (updated September 2025)
- Safeguarding Network [KCSIE 2025 Webinar](#)
- Additional guidance on safeguarding online teaching has been sought from: <https://learning.nspcc.org.uk/news/covid/undertaking-remote-teaching-safely#heading-top>
- Government guidelines on information sharing [Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers](#)

#### **5. Context**

This policy should be read alongside the following other NYB policies /Code of Conduct:

- Safeguarding Adults Policy
- Physical Contact in Dance

- Code of Conduct for Team and Volunteers
- Code of Conduct and Residential Rules
- Internal Grievance Policy
- Complaints Procedure
- Behaviour Policy for Participants
- Missing or Uncollected Students Policy
- Data Retention Policy
- Whistleblowing Policy
- Safer Recruitment Policy

And it should complement the five mandatory bespoke Safeguarding Videos produced by NYB including:

- Types and Signs of Abuse
- Code of Conduct
- Psychological Safety
- Reinforcing Positive Messages for Growth
- Disordered Eating

**6. Responsibilities**

The designated person with primary responsibility for safeguarding and child protection for National Youth Ballet is the Chief Executive, Barbara Palczynski. The Chief Executive is supported by Deputy DSL Charlie Fulton-Langley, Trustee, Paul Reeve, Safeguarding and Support Team Manager (SSTM) and the Creative Director, Jo Meredith. The Chief Executive, in conjunction with the Deputy DSL, and appointed Trustee is responsible for the review and updating of the policy and procedure.

The Designated Safeguarding Lead	<ul style="list-style-type: none"> <li>i. will receive formal appropriate training every two years to keep up to date with the latest safeguarding legislation including but not limited to current issues such as radicalisation, county lines, sexual harassment, gender dysphoria, mental health and supporting those identifying as LGBTQI+</li> <li>ii. will ensure that their knowledge and skills are updated, (for example via e-bulletins, meeting other designated safeguarding leads, or taking time to read and digest safeguarding developments), at regular intervals, but at least annually, to keep up with any developments relevant to their role and relevant to the young people that NYB is working with</li> </ul>
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	<ul style="list-style-type: none"> <li>iii. will understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as Early Help Assessments, and maintaining appropriate records</li> <li>iv. will have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so</li> <li>v. will ensure that all team members have received appropriate and regular safeguarding training, including working with adults at risk and adults with disability as part of our inclusion action plan, and that the team is aware of the important role that they play in safeguarding</li> <li>vi. will ensure that all team members receive safeguarding updates at team meetings as required, but at least annually to ensure that they have the relevant skills and knowledge to safeguard children and adults effectively and to be able to keep detailed, accurate, secure written records of concerns and referrals.</li> <li>vii. will ensure that all new team members, volunteers and trustees are given an induction on Safeguarding including the identity of the DSL(s), National Youth Ballet’s policy and procedure for missing pupils, that child on child abuse may occur including sexual violence and sexual harassment, that they have a responsibility to speak up about Safeguarding and welfare matters within the company (and to external agencies where necessary), and provide the team with a Code of Conduct and Whistleblowing policies. DSL will lead Safeguarding item as part of weekly team meetings and by creating an open culture of discussion and asking questions, NYB will ensure that team members and volunteers know and understand KCSIE Part 1 and Annex A</li> <li>viii. will ensure that the Safeguarding Policy is effectively implemented and publicly available</li> <li>ix. will ensure that the register of DBS checks is kept up to date</li> <li>x. will attend quarterly meetings of Safeguarding Committee and report to the board of trustees regarding safeguarding matters</li> <li>xi. will ensure that a Safeguarding briefing is conducted with the team prior to in-person activity</li> <li>xii. will ensure that a Safeguarding report is completed after each online activity (see Appendix B)</li> </ul>
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	<ul style="list-style-type: none"> <li>xiii. will liaise with the appropriate external agencies regarding and doubts or concerns as the need arises. If necessary, to make a formal referral to a statutory child protection agency within 24 hours</li> <li>xiv. will ensure that the Safeguarding Policy is reviewed annually</li> <li>xv. will keep detailed and secure records of any Safeguarding concerns from team members, volunteers, children or parents/carer. The DSL will assess the information properly and carefully, clarifying or obtaining more information about the matter as appropriate and consulting with senior colleagues if necessary</li> <li>xvi. in line with KCSIE updates, will ensure a child-centred and whole organisation coordinated approach to Safeguarding including at governance level and will lead NYB with the 'it could be happening here, even if there are no reports' attitude.</li> <li>xvii. will ensure a 'nothing about me without me' approach and whole organisation coordinated approach to Adult Safeguarding including at governance level and will lead NYB with the 'it could be happening here, even if there are no reports' attitude.</li> <li>xviii. will ensure that anyone partnering with NYB is abiding by the same safeguarding standards.</li> <li>xix. will always model a best practice approach to Safeguarding</li> </ul>
<p>The Safeguarding Trustee</p>	<ul style="list-style-type: none"> <li>i. will attend regular Safeguarding training</li> <li>ii. will attend quarterly Safeguarding Committee meetings</li> <li>iii. will provide robust governance around Safeguarding, holding the administrative and creative teams to the highest standards of account in order to ensure the safety and wellbeing of the children and young people in our care</li> <li>iv. must ensure that all trustees have read the Safeguarding Policy and Adult Safeguarding Policy and watched the Safeguarding videos and have approved it annually</li> <li>v. must ensure that Safeguarding Policy and Safeguarding Adults Policy is effective, in accordance with government guidance</li> <li>vi. must ensure that the Code of Conduct for the team and volunteers covers, amongst other things, acceptable use of technologies, team/pupil relationships and communications including the use of social media</li> <li>vii. must ensure that student members are taught about Safeguarding.</li> </ul>

<p>The Deputy Designated Safeguarding Lead</p>	<ul style="list-style-type: none"> <li>viii. will support the DSL to ensure that Safeguarding at NYB is robust and part of the culture of the organisation</li> <li>ix. will receive formal appropriate training every two years to keep up to date with the latest safeguarding legislation</li> <li>x. will attend quarterly Safeguarding Committee meetings</li> <li>xi. will ensure that all team members have received appropriate and regular safeguarding and child protection training and are aware of the important role that they play in safeguarding</li> <li>xii. will have a working knowledge of Safer Recruitment practices and attend training where appropriate</li> <li>xiii. will have a working knowledge of GDPR practice and attend training where appropriate to support the NYB DSO</li> <li>xiv. will ensure that as part of the contracting process all new team members, volunteers and trustees are given an induction on Safeguarding including the identity of the DSL(s), National Youth Ballet’s policy</li> <li>xv. will ensure that the register of DBS checks is kept up to date</li> <li>xvi. will ensure that the Safeguarding Policy and Safeguarding Adults Policy is reviewed annually</li> <li>xvii. will ensure that anyone partnering with NYB is abiding by same safeguarding standards</li> <li>xviii. in the absence of the DSL will act as the first point of contact for all matters concerning Safeguarding</li> </ul>
<p>The Safeguarding and Support Team Manager (SSTM) (in person activity)</p>	<ul style="list-style-type: none"> <li>i. will be the first port of call for dealing with concerns about child welfare for in-person residential activity</li> <li>ii. will ensure that an environment is created where people feel able to disclose any child protection and Safeguarding concerns</li> <li>iii. will provide support to the DSL in delivering their remit regarding Safeguarding</li> </ul>
<p>The Creative Director</p>	<ul style="list-style-type: none"> <li>i. will keep up to date with Safeguarding legislation and in particular for the different types of participants that NYB is working with across all creative activities</li> <li>ii. act as a Safeguarding deputy in the instance that the DSL, deputy DSL, Safeguarding and Support Team Manager (SSTM), and the Trustee with responsibility for Safeguarding are not available.</li> </ul>

## **7. Legislative Context**

The Protection of Children Act 1999 established a coherent framework for identifying those adults considered to be unsuitable to work with children and young people. The Act required childcare organisations to make use of the Disclosure service in their recruitment and reporting processes (and strongly urges other organisations involved with children and young people to do so). The Protection of Children Act 1999 was superseded by the Criminal Justice and Court Services Act 2000, which is specifically about disclosures and child protection issues. Since 2002 there have been significant developments and incidents that bring protection issues to the forefront. These include:

- The introduction of the Criminal Records Bureau Disclosure service in April 2002.
- Sexual Offences Act 2003 and the Children’s Acts 1989 and 2004.
- Working Together to Safeguard Children 2015, updated December 2023.
- High-profile cases of children and young people harmed by adults known to them.
- The DfE requirements of increased vigilance regarding Safer Recruitment of team members and admittance of visitors to schools, and other educational bodies.
- Growing public awareness of how the internet can be exploited for the purposes of child sexual abuse.
- The Protection of Freedoms Act 2012 is now also a key statutory reference for the safer recruitment of teams working directly with vulnerable groups.
- Keeping Children Safe in Education updated in 2024.
- Ofsted Review of Sexual Abuse in Schools and Colleges in 2021
- [Guidance for Parents / Carers for Out Of School Settings](#) September 2023
- [Meeting digital and technology standards : Filtering and Monitoring](#) March 2023

## **8. Definitions**

For the purposes of this policy and procedure, the following definitions apply:

### **8.1. Member of team**

The term “Member of team” shall mean any permanent or fixed-term employee, contractor, casual worker, freelancer or volunteer at NYB.

### **8.2. Child**

For these purposes, a child is defined as any young person under the age of 18 (Section

105 of the Children Act 1989) who is participating in NYB performances, educational activities or on work experience.

8.3. **Responsible Adult**

Any adult, not being a parent of the child, who, for the time being, has legitimate care, custody or control of that child.

8.4. **Adult**

Anyone over the age of 18.

**8.5. Adult at Risk**

An 'adult at risk' is the term used to describe an adult who is experiencing or may be at risk of abuse or neglect. We need to understand who might be an adult at risk. This may not just be a person with a physical or learning disability. Any adult could be at risk at some time in their lives and may need support depending on the circumstances they find themselves in.

The Care Act 2014 definition of an adult at risk is 'any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and support'. This could be due to any life situation, but could include illness, disability, mental illness, or other physical or mental impairment.

**8.6. Participant(s)**

The term Participant(s) is used in this document to refer to all children and adults who participate in NYB activity. Where there is a need to specify, these terms will be used individually.

**9. Categories of Abuse**

**Child Abuse**

Child abuse is the abuse of relationships. It is a misuse of power and a betrayal of trust. The results of abuse have an immediate and harmful effect on the child and the effects may remain with them throughout later life. The consequences of the pain of child abuse are frequently more harmful than most people realise and unresolved abuse issues may follow the child into adulthood.

Some children are more at risk of harm than others. These include those

- with protected characteristic e.g. LGBTQIA+

- absent from education/ in alternative provision to school settings and / or electing to receive home education\*
- who are socially isolated by being absent from education for prolonged periods and/or repeated occasions
- with physical disability including but not limited to chronic illness, limited mobility, hearing, visual, verbal impairment
- with mental disability including but not limited to cognitive impairment, Special Educational Needs, with no or limited knowledge of how to keep safe
- with a high degree of complex needs
- with an EHCP
- who are neurodivergent including ADHD, autism
- at risk of Forced Marriage
- referred to or receiving support through the 'Channel' programme (at risk of radicalisation)

\*NYB recognises that many of our young people are in elective alternative provision to school settings. We will always seek to obtain the most robust information at the point of registration for all NYB activities so we can ensure we are equipped to support them as best we can.

The four different forms of child abuse are defined by the Government in its [Working Together to Safeguard Children](#) as follows:

### **Physical Abuse**

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing significant harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

### **Emotional Abuse**

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social

interaction. It may involve seeing or hearing the ill-treatment of another for example seeing, hearing and experiencing the effects of domestic abuse. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

### **Sexual Abuse**

Sexual abuse involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific Safeguarding issue (also known as Child on Child abuse) and all team members should be aware of it and of NYB's policy and procedures for dealing with it.

### **Neglect**

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers); or
- Ensure access to appropriate medical care or treatment.
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

### **Overscheduling and Neglect**

NYB recognises that the intensive nature of dance training can put children attending NYB activities at increased risk of overscheduling. We are committed to creating a healthy environment in which children learn about training safely and with adequate rest breaks.

In addition to the four categories above, there may be other maltreatment that could include but are not limited to any of the following below. Remember a person could be suffering more than one type of abuse at the same time.

**9.1. Female Genital Mutilation (FGM) / ‘Honour’ Based Abuse**

FGM affects girls particularly from North African countries, including Egypt, Sudan, Somalia and Sierra Leone. It is illegal in the United Kingdom to allow girls to undergo FGM either in this country or abroad. People guilty of allowing FGM to take place are punished by fines and up to fourteen years in prison. At NYB we have a duty to report concerns we have about girls at risk of FGM to the police and social services. FGM occurs mainly in Africa and to a lesser extent, in the Middle East and Asia.

Key Points

- Not a religious practice
- Occurs mostly to girls aged from 5 – 8 years old; but up to around 15
- Criminal offence in UK since 1985
- Offence since 2003 to practice FGM and to take girls abroad for FGM
- Criminal penalties include up to 14 years in prison

Reasons for this cultural practice include:

- Cultural identity – An initiation into womanhood
- Gender Identity – Moving from girl to woman – enhancing femininity
- Sexual control – reduce the woman’s desire for sex
- Hygiene/cleanliness – uncut women are regarded as unclean

Risk Factors include:

- low level of integration into UK society
- mother or sister who has undergone FGM
- a visiting female elder from the country of origin
- being taken on a long holiday to the family’s country of origin
- talk about a ‘special’ event or procedure to ‘become a woman’

Post-FGM Symptoms include:	Longer Term problems include:
· difficulty walking, sitting or standing	· difficulties urinating or incontinence

<ul style="list-style-type: none"> <li>· spend longer than normal in the bathroom or toilet</li> <li>· unusual behaviour after a lengthy absence</li> <li>· reluctance to undergo normal medical examinations</li> <li>· asking for help, but may not be explicit about the problem due to embarrassment or fear.</li> </ul>	<ul style="list-style-type: none"> <li>· frequent or chronic vaginal, pelvic or urinary infections</li> <li>· menstrual problems</li> <li>· kidney damage and possible failure</li> <li>· cysts and abscesses</li> <li>· pain when having sex</li> <li>· infertility</li> <li>· complications during pregnancy and childbirth</li> <li>· emotional and mental health problems</li> </ul>
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If you suspect that a child is at risk of FGM, advice should be sought from the police or social services. Guidance on the warning signs that FGM may be about to take place, or may have already taken place, can be found in the [Multi-Agency Statutory Guidance on FGM](#)

### 9.2. **Forced Marriage / ‘Honour’ Based Abuse**

So-called ‘Honour based’ Abuse (HBA) encompasses crimes which have been committed to protect or defend the honour of the family and/or community, including forced marriage and practices such as breast ironing. Team members should be aware that all forms of so-called HBA are abuse (regardless of the motivation) and they should be handled and reported as such to the DSL. There are a range of potential indicators that a child may be at risk of HBA including conflict with parents, a child talking about an upcoming family holiday that they are worried about and a child directly disclosing that they will be forced to marry. More information can be found in the [Multi-agency guidelines: handling cases of forced marriage](#)

### 9.3. **Child Sexual Exploitation (CSE)**

Both CSE and Child Criminal Exploitation (CCE) are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity

- in exchange for something the victim needs or wants, and/or

- for the financial advantage or increased status of the perpetrator or facilitator and/or
- through violence or the threat of violence.

CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

This involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber-bullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

A common feature of CSE is that the child does not recognise the coercive nature of the relationship and does not see themselves as a victim of exploitation. This means that they are unlikely to report the abuse so police and partners must be alert to the signs of CSE and actively look for victims. CSE can also occur through the use of technology without the child's immediate recognition; for example being persuaded to post images on the internet/ mobile phones without immediate payment or gain. CSE can occur over time or be a one-off occurrence, and may happen without the child's immediate knowledge e.g. through others sharing videos or images of them on social media. CSE can affect any child, who has been coerced into engaging in sexual activities. This includes 16 and 17 year olds who can legally consent to have sex. Some children may not realise they are being exploited e.g. they believe they are in a genuine romantic relationship.

#### **9.4. Child Criminal Exploitation (CCE)**

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity:

- In exchange for something the victim needs or wants, and/or
- The financial or other advantage of the perpetrator or facilitator and/or
- Through violence or the threat of violence

The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology.

CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines), forced to shoplift or pickpocket, or to threaten other young people. They can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

#### **9.5. County Lines**

County Lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas (within the UK), using dedicated mobile phone lines or other form of 'deal line'.

Exploitation is an integral part of the county lines offending model with children and adults at risk exploited to move (and store) drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Children can be targeted and recruited into county lines in a number of locations including schools, further and higher educational institutions, pupil referral units, special educational needs schools, children's homes and care homes. Children are often recruited to move drugs and money between locations. Children who are involved in county lines, may:

- Go missing for periods of time or regularly coming home late;
- Regularly miss school or education or not take part in education;
- Appear with unexplained gifts or new possessions;
- Associate with other young people involved in county lines;
- Have older friends;
- Mood swings or changes in emotional wellbeing; and
- Drug and/or alcohol misuse.

If a member of the NYB team has concerns about any participants at risk of county lines, they should ensure that their concerns are passed promptly to the DSL so that a referral is made to the Concerns Hub. For more information read [County Lines Exploitation](#).

#### 9.6. **Mental Health**

All NYB team members should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

It is not the role of the NYB team to attempt to make a diagnosis of a mental health problem. However, the NYB team can observe participants day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

Where children have suffered abuse and neglect, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that the NYB team is aware of how these experiences can impact on their mental health, behaviour, and education.

If the NYB team have a mental health concern about a child that is also a safeguarding concern, and they feel that the child in question is in immediate risk of harm, such as evidence of self-harm (see Serious Violence), immediate action should be taken, by following the NYB Safeguarding Policy and discussing with the DSL.

#### 9.7. **Disordered Eating**

NYB recognises that in the context of ballet, there is an increased risk of disordered eating. NYB has developed an information resource on disordered eating using training resources from BEAT, the UK's leading disordered eating charity. If the NYB team has any concerns of this nature about a child or receive a disclosure, this should be discussed with the DSL.

Please remember that in the case of a disclosure it is important to remind the person that you will need to talk to someone else to ensure that they can receive the support that they need. The DSL will consider what appropriate next steps this would involve. Supporting a young person's mental health is part of our approach to Safeguarding and NYB will always endeavour to do what is best for the child and their longer term outcomes, to ensure that they receive the best support we can provide. This could be any of the following:

- to monitor and note the concern has been raised
- to inform the young person that you will need to inform / talk to the parents
- depending on the level of concern, to consider the safety of the young person to continue in the activity
- if appropriate, NYB reserves the right to remove a young person from activity for their own safety. This would only ever be done in consultation with the parents and only after also exploring with parents what mental health support might be put in place to signpost and support the young person concerned before notifying them of this decision, as we understand the trigger / maladaptive coping mechanism cycle of disordered eating. Within the scope of what NYB can provide, we would create a plan for any young person in our care that detailed agreements with parents in terms of communication and next steps beyond their time with NYB. This may include recommendations including GP referral for CAMHS or more specialist support services.

## **9.8. Child-on-Child Abuse**

KCSIE 2021 in conjunction with the Ofsted Review of Sexual Abuse in Schools and Colleges 2021 says that all team members should be aware that children are capable of abusing other children. NYB should be clear about our policies and procedures to address child-on-child abuse.

Child-on-child abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- abuse in intimate personal relationships between peers;
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment, such as sexual comments, remarks, jokes, upskirting and online sexual harassment (including youth produced sexual imagery / sexting), which may be standalone or part of a broader pattern of abuse;
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;

- consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery);
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element) and;
- harmful sexual behaviour (see below).

All team members should be clear as to NYB's Safeguarding policy and procedures with regard to child-on-child abuse and the important role we have to play in preventing it and responding where we believe a child in our care may be at risk from it.

Where this type of behaviour negatively affects the learning and wellbeing of others, this behaviour will be dealt with under the Behaviour Policy where necessary. However, there will be occasions when a participant's behaviour warrants a response under the NYB Safeguarding Policy rather than Behaviour Policy. Research suggests that up to 30 per cent of child sexual abuse is committed by someone under the age of 18.

Child Protection issues raised in this way may include child-on-child abuse (as outlined above) and/or physical abuse, emotional abuse, sexual abuse and sexual exploitation. To be considered a child-on-child abuse safeguarding allegation against an NYB participant, some of the following features may be found:

The allegation:

- is made against an older participant and refers to their behaviour towards a younger or a more vulnerable participant;
- is of a serious nature, possibly including a criminal offence;
- raises risk factors for other participants at NYB including adults at risk;
- indicates that other participants including adults at risk may have been affected by this participant;
- indicates that other people outside NYB including adults at risk may be affected by this participant .

The management of children with sexually harmful behaviour is complex and any concerns should be raised immediately with the DSL. Children who display such behaviour may be victims of abuse themselves and the child protection procedures will be followed for both victim and perpetrator.

### **9.9. Harmful Sexual Behaviour**

Harmful Sexual Behaviour is defined by DfE as sexual behaviours expressed by children under the age of 18 years old that are developmentally inappropriate, may be harmful towards self or others, or abusive towards another child, young person or adult.

When we refer to sexual harassment and sexual violence, including online, we use the definitions and the language of victim and perpetrator in the DfE's guidance [Sexual Violence and Sexual Harrassment in Schools 2021](#). We recognise that there are many different ways to describe children who have been subjected to sexual harassment and/or sexual violence. There are also many ways to describe those who are alleged to have carried out any form of abuse. Therefore, we are using the terms that are most widely recognised and understood. It is important to recognise that not everyone who has been subjected to sexual harassment and/or sexual violence, including online, considers themselves a victim or would want to be described in this way.

Any child who exhibits harmful sexual behaviour may need a Safeguarding response or intervention. Professionals should respond with interventions that address the behaviour of the perpetrator, while also providing an appropriate level of support. Professionals involved should be aware that harmful sexual behaviour may be an indicator that the child has been abused.

It is also important to note that, although professionals' awareness of the vulnerability of children could be helpful, it could also contribute to stereotypes about how a victim and survivor of child sexual abuse should look or behave. This may run the risk of victims who differ from that picture being overlooked or unwilling to come forward for fear of not being believed.

The DfE guidance is to help educational settings to know how to respond to sexual harassment and sexual violence, including online, between children. This explains that it is an offence for anyone to have any sexual activity with a person under the age of 16 and provides specific protection for children aged 12 and under who cannot legally give their consent to any form of sexual activity. The guidance acknowledges that professionals may be required to make complex decisions in situations of child-on-child sexual harassment and sexual violence, including online. It stresses the importance of effective training and clear policies for the team to help them take a considered and appropriate response.

If NYB becomes aware of sexual activity involving a child under the age of 13, we will always refer this to the police and children's social care. We will use the statutory guidance and our professional vigilance to establish whether risk factors are present before making a decision on whether to engage external agencies if the children are aged 13 to 17.

#### **9.10. Serious Violence**

All NYB team members should be aware of the indicators, which may signal children are at risk from, or are involved with serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.

All NYB team members should be aware of the range of risk factors which increase the likelihood of involvement in serious violence, such as being male, having been frequently absent or permanently excluded from school, having experienced child maltreatment and having been involved in offending, such as theft or robbery. Advice for schools and colleges is provided in the Home Office's Preventing youth violence and gang involvement and its Criminal exploitation of children and vulnerable adults: county lines guidance.

#### **9.11. Radicalisation**

'Channel' and 'Prevent'

NYB recognises the positive contribution it can make towards protecting children from radicalisation to violent extremism. NYB will continue to empower children to create communities that are resilient to extremism and support the wellbeing of particular children and adults at risk of being drawn into violent extremism or crime. It will also continue to promote the development of spaces for free debate where shared values can be reinforced.

Radicalisation is the process by which individuals come to support terrorism or violent extremism. There is no typical profile for a person likely to become involved in extremism, or for a person who moves to adopt violence in support of their particular ideology. Radicalisation and extremism can be wider than religious beliefs and linked

affiliations and can include radicalisation around far right groups and also by criminal groups connected with gang activity. Although a number of possible behavioural indicators are listed below, the team should use their professional judgement and discuss with the DSL if they have any concerns:

- Use of inappropriate language
- Secretive behaviour
- Searching for identity, meaning and belonging
- Possession of violent extremist literature including electronic material accessed via the internet and communication such as e-mail and text messages
- Behavioural changes
- The expression of extremist views including behaviours that are commonly grouped under the heading “toxic masculinity” and misogyny
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

If a team member has any significant concerns about a participant beginning to support terrorism and/or violent extremism, they should discuss this with the Designated Safeguarding Lead immediately. For more information, refer to [Educate Against Hate](#).

## **9.12. Misinformation and Online Content**

NYB understands that adolescents are particularly vulnerable to mis/disinformation because their critical thinking is not fully developed, and we understand that young people may come across false or misleading information online, including conspiracy theories. We will encourage young people to think critically about what they see online and to check information with trusted sources. Where concerns arise, we will support open conversations to help young people access reliable information and to understand the risks of misinformation, disinformation and conspiracy theories.

## **10. Indicators of abuse and what you might see**

All team members must be aware of the signs of abuse. All team members should have an awareness of Safeguarding issues that can put participants at risk of harm.

Physical signs define some types of abuse, for example, bruising, bleeding or broken bones resulting from physical or sexual abuse, or injuries sustained while a child has been inadequately supervised. The identification of physical signs is complicated, as children may go to great lengths to hide injuries, often because they are ashamed or embarrassed, or their abuser has threatened further violence or trauma if they 'tell'. It is also quite difficult for anyone without medical training to categorise injuries into accidental or deliberate with any degree of certainty. For these reasons it is vital that the team is also aware of the range of behavioural indicators of abuse and report any concerns to the designated person.

Remember, it is your responsibility to *report* your concerns. *It is not your responsibility to investigate or decide whether a child has been harmed or abused.*

A child who is being harmed, abused and/or neglected may exhibit physical signs or behavioural signs including, but not limited to:

- bruises, bleeding, burns, fractures or other injuries
- showing signs of pain or discomfort
- keeping arms and legs covered, even in warm weather
- being concerned about changing their clothes for class / costume fittings
- looking unkempt and uncared for
- changing their eating habits
- having difficulty in making or sustaining friendships
- appearing fearful
- being reckless with regard to their own or others' safety
- self-harming
- arriving late or showing signs of not wanting to go home
- being homeless or at risk of homelessness
- displaying a change in behaviour – from quiet to aggressive, or happy-go lucky to withdrawn
- challenging authority
- being constantly tired or preoccupied
- being wary of physical contact
- being involved in, or particularly knowledgeable about drugs or alcohol
- displaying sexual knowledge or behaviour beyond that normally expected for their age
- unexplained injuries
- a history of frequent hospital visits
- withdrawal, anxiety, or depression
- sudden financial difficulties or unexplained transactions

- inconsistent or contradictory explanations for actions or conditions
- fear of particular individuals or places
- behaviours linked to issues such as drug taking and or alcohol misuse, deliberately missing education
- consensual and non-consensual sharing of nude and semi-nude images and/or videos

All these could be signs that a child could be at risk. Individual indicators will rarely, in isolation, provide conclusive evidence of abuse. They should be viewed as part of a jigsaw, and each small piece of information will help the DSL to decide how to proceed. It is very important that you report your concerns – even low level concerns - you do not need ‘absolute proof’ that the child is at risk.

Remember, children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. For example, children may feel embarrassed, humiliated, or are being threatened. This could be due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent a team member from having a professional curiosity and speaking to the designated safeguarding lead (DSL) if they have concerns about a child. It is also important to build trusted relationships with children which facilitate communication.

## **11. Disclosure and Response Procedures**

National Youth Ballet recognises the importance in having clear procedures available to enable the team to handle situations where an appropriate response is needed to a Safeguarding concern. The term “disclosure” is generally used to describe what happens when a child, young person or adult at risk of harm tells (verbally or even non-verbally) an adult that they are being abused or are at risk of abuse. It is not the responsibility of anyone working at National Youth Ballet, in a paid or unpaid capacity, to decide whether or not child abuse has taken place. However, there is a responsibility to act on any Safeguarding concerns by reporting these to one of the Designated Responsible Persons for National Youth Ballet. There are other ways that a concern may arise, including when a disclosure is made by another child or adult. Any disclosure, and whoever makes that disclosure, should be taken seriously. Team members and artists working within National Youth Ballet should adhere to the procedures outlined below and in Appendix A.

NYB acknowledges that our engagement with participants may only be brief, but it gives us a short 'snapshot' into their lives. It is our responsibility to use that window of opportunity to recognise and report any safeguarding concerns.

### **11.1. Taking Action**

There are four key steps to follow to be able to respond appropriately to a safeguarding concern:

1. Recognise
2. Question
3. Report
4. Record

It may not always be appropriate to go through all four stages sequentially, if a child is in immediate danger or is at risk of harm, the DSL must refer to police or social care without delay, so it is important to share any concerns in a timely manner to ensure children are safe. Team members working with children are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. When worried about the welfare of a child, team members should always act in the interests of the child and report any concerns in line with the procedures set out below.

#### **Recognise**

You have a safeguarding concern based on:

- Something another adult or child has told you
- Something you have noticed about another adult or child's behaviour, health, or appearance
- Something another professional or participant has said or done

Even if you think your concern is minor, the DSL may have more information that, together with what you know, represents a more serious worry about that participant. It is never your decision alone how to respond to concerns – but it is always your responsibility to share concerns, no matter how small.

#### **Question**

Decide whether you need to find out more by asking some more questions to clarify your

concerns, being careful to use open questions. Discuss with the adult what you plan to do next if you have heard a disclosure of abuse or you are talking with them about your concerns. Do not promise to keep what they tell you secret....for example, 'I am worried about your bruise and I need to tell Barbara so that she can help us think about how to keep you safe'.

Before you report, gently guide them through a series of open questions. Here are some examples of open questions :

- why are you upset?
- can you tell me what happened?
- when did it happen?
- where did it happen?
- who was involved?
- who knows about this ?

By contrast, an example of closed questions that may be seen as misleading them. that you should NOT use:

- are you upset because your carer hurt you?
- did you get pushed down the stairs?
- did they take money out of your purse?
- did they shout at you?
- was your teacher involved?
- did it happen when you were outside with X ?

### **Report**

Inform the DSL immediately. If the DSL is not available, inform the Trustee with responsibility for Safeguarding. If neither is available, speak to the most senior member of the team available or the Chair of Trustees. If there is no other member of the team available you must make the referral yourself.

Always be brave and do not hesitate. Abusers use their power to control somebody else and it is our safeguarding duty to our team, trustees and wider beneficiaries to make sure that we are reporting to the appropriate authorities. Each individual case must be treated with the respect that it deserves to make sure that appropriate investigations can be carried out and the necessary actions afterwards.

Remember, you do not need proof to report a concern. It is enough that on the balance of probability, you are concerned about the person. Common excuses for under-reporting include:

- It is not serious enough - remember, you are not in a position to assess how serious it

is and if you do not report it is likely to become more serious

- The DSL is not available - remember, you should always report your safeguarding concern even if the usual person you'd report to isn't available. If they aren't available then you should report to another person in a senior position listed in section 6 of this policy.
- You know the alleged victim - you should still report the concern whether or not you know the person
- You know the alleged perpetrator - you should still report a concern whether or not you know the alleged perpetrator, however difficult this might be
- You don't know how often they have been harmed - it doesn't matter if the victim has been harmed once or multiple times, you must always report abuse as soon as you are made aware of it
- You don't know how long it has been happening - nobody knows how long abuse has been happening and it should never impact on whether you report it or not

If there's an emergency situation where someone is in immediate risk of danger, and something terrible is happening right now, you should call 999 and go straight to the police.

Always explain to a child what you are going to do. Remember, if a child expressly does not want you to tell anyone about the abuse you may feel unsure what to do. Under these circumstances, it is important to remember if a person has the mental capacity to make this decision but won't agree to you reporting the abuse, it may be that they are being coerced by the abuser or subject to undue influence or distress. It is always better to report your concerns even if the victim does not want you to, so that the relevant action can be taken to stop the abuse.

### **Writing a report**

It is important that as soon as possible you write down what you're concerned about using the Report a Concern form in Appendix A and include all the facts for the person reading the report. You should include:

1. Name and address and ethnicity of child
2. Date of disclosure - time, day, date, month year
3. Who else was present
4. What was said, what happened, what you noticed
5. If child or parent spoke, record their words rather than your interpretation
6. Whether you discussed reporting your concerns with the child or adult
7. What you observed and why it is a cause for concern
8. Action taken

9. Your own name, signature and date.

Be aware of the different forms of abuse and neglect to help you recognise and act upon your concerns. Always deal in facts when detailing what you have seen and heard so that this can be shared with your manager, the DSL the local authority lead or the police.

### **11.2. If you are not sure but you suspect a child is at risk of harm**

There will be occasions when you suspect that a child may be at risk, but you have no 'real' evidence. The child's behaviour may have changed, or you may have noticed other physical but inconclusive signs. In these circumstances, you should try to give the child the opportunity to talk. The signs you have noticed may be due to a variety of factors and it is fine to ask the child if they are alright or if you can help in any way.

Use the Reporting a Concern form Appendix A to record these early concerns. If the child does begin to reveal that they are being harmed you should follow the advice in the section 'If a child discloses information to you'.

Be reminded that the law is clear. Section 47 of the Children's Act 1989 says *"Where a local authority has reasonable cause to suspect that a child who lives, or is found, in their area, is suffering, or is likely to suffer, significant harm, the authority shall make, or cause to be made, such enquiries as they consider necessary to enable them to decide whether they should take any action to safeguard or promote the child's welfare."*

It does not say that you have to have proof, or that you believe that the child is at risk of significant harm, it says REASONABLE CAUSE TO SUSPECT. Talk to your DSL!

### **11.3. Low-Level Concerns**

A low-level concern is any concern that an adult or child has acted in a way that:

- is inconsistent with the Code of Conduct or Behaviour Policy
- doesn't meet the threshold of harm or is not considered serious enough to refer to the local authority

Examples of a low-level concern might include (but are not limited to):

- inappropriate or thoughtless behaviour or language
- behaviour which is intended to enable abuse

- being over friendly with children
- adults taking photographs of children on their mobile phone
- engaging with a child alone in a secluded area or behind a closed door

NYB has clear procedures for responding to low-level concerns which reinforce a strong Safeguarding culture of openness and trust. It helps ensure that adults consistently model the organisation's values and helps keep children safe. It will also protect adults working at NYB from potential false allegations or misunderstandings.

If you have a low-level concern, please discuss this with the DSL. NYB keeps a log of all low level concerns allowing us to create a lessons-learned culture and to monitor any patterns or repeat low-level concerns.

## **12. If a child discloses information to you**

It takes a lot of courage for a child to disclose that they are being neglected and or abused. They may feel ashamed, particularly if the abuse is sexual, their abuser may have threatened what will happen if they tell, they may have lost all trust in adults, or they may believe, or have been told, that the abuse is their own fault. If a child talks to you about any risks to their safety or wellbeing you will need to let them know that you must pass the information on – you are not allowed to keep secrets. The point at which you do this is a matter of judgement. If you jump in immediately the child may think that you do not want to listen, if you leave it till the very end of the conversation, the child may feel that you have misled them into revealing more than they would have otherwise.

### **During your conversation with the child:**

- Allow them to speak freely.
- Remain calm and do not overreact – the child may stop talking if they feel they are upsetting you.
- Give reassuring nods or words of comfort – 'I'm so sorry this has happened', 'I want to help', 'This isn't your fault', 'You are doing the right thing in talking to me'.
- Do not be afraid of silences – remember how hard this must be for the child.
- Under no circumstances ask investigative questions – such as how many times this has happened, whether it happens to siblings too, or what the child's mother thinks about all this.
- At an appropriate time tell the child that in order to help them you must pass the information on.
- Do not automatically offer any physical touch as comfort. It may be anything but

comforting to a child who has been abused.

- Avoid admonishing the child for not disclosing earlier. Saying 'I do wish you had told me about this when it started' or 'I can't believe what I'm hearing' may be your way of being supportive but the child may interpret it that they have done something wrong.
- Tell the child what will happen next. The child may agree to go with you to see the designated person. Otherwise let them know that someone will come to see them before the end of the day.
- Report verbally to the designated person.
- Write up your conversation as a matter of urgency using the Recording a Concern form and hand it to the designated person. Make this your priority while it is fresh in your mind.
- Seek support from your line manager if you feel distressed.

### **Sharing Information**

NYB team members should never assume a colleague, or another professional will take action and share information that might be critical in keeping children safe. The risk of things not getting properly reported because of the fear of reporting the wrong thing or getting it wrong can lead to under-reporting. All team members need to be able to recognise and name the thing that they are worried about. Team members should be mindful that early information sharing is vital for the effective identification, assessment, and allocation of appropriate service provision, whether this is when problems first emerge, or where a child is already known to local authority children's social care (such as a child in need or a child with a child protection plan).

If there is any doubt about data protection with regard to sharing information, you always have the right to share with an external organisation if you believe that a child or adult at risk might be at risk of harm.

Any concerns or allegations need to be reported by the DSL to the child's Local Authority Social Services. Referrals must be made within 24 hours, but if at any point there is a risk of immediate serious harm a referral should be made immediately. All National Youth Ballet children's details including their local authority are stored together securely on the company's server.

Explain in detail your concerns and accept their advice with regard to immediate action. Ask Social Services if they will be contacting the Police.

- Record name and position held of the person the information was passed to.
- Record location.
- Record any direction or advice given and action taken.

If the child is in immediate danger dial 999.

Our priority first and foremost will always be child-centred to determine if the child is safe or in immediate risk of harm.

Once we have gone through the process of recognising and reporting the concern, we will almost always communicate this to parents / carers at the earliest convenience and if this is in the interest of the child. In very exceptional circumstances where there might be a reason to believe that by communicating this information to parents / carers would potentially lead to an increased risk to the child, we may take advice from external agencies as to how best to communicate this to parents / carers.

### **13. Managing Referrals**

The duty to make local safeguarding arrangements rests with the three safeguarding partners. These are :

- the local authority
- a clinical commissioning group for an area and
- the chief officer of Police for an area any part of which falls within the local authority area.

For children who have suffered or are likely to suffer significant harm, and liaising with relevant agencies for children who need support through the Common Assessment Framework (CAF) and Team Around the Child (TAC) or the Channel guidance.

Refer all cases of suspected abuse to the local authority children's social care and:

- a. The Local Authority Designated Officer (formerly LADO now Designated Officer) for child protection concerns (all cases which concern a team member or volunteer).
- b. Disclosure and Barring Service (cases where a person is dismissed or left due to risk/harm to a child).
- c. Police (cases where a crime may have been committed).
- d. Liaise with the Chair of Trustees to inform them of issues especially ongoing

enquiries under section 47 of the Children Act 1989 and police investigations.

- e. Act as a source of support, advice and expertise to the team on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.

#### **14. Record Keeping and Retention of Information**

NYB has referred to guidance from [NSPCC Child Protection Records: Retention and storage guidelines](#). NYB Data Protection Officer is trained to ensure our Data Retention Policy is reviewed annually in accordance with guidelines and we are robust in our record keeping and retention of information.

NYB recognises the need for clear guidelines for the retention, storage and destruction of child protection records. Any recorded Safeguarding concern containing personal information, whether on paper or electronic should be:

- adequate, relevant and not excessive for the purpose(s) for which they are held
- accurate and up to date
- only kept for as long as is necessary

Any file containing sensitive information and confidential data such as a safeguarding concern should be:

- kept confidential and stored securely on the Google Drive. Electronic files should be password protected and stored in a separate child protection file for each child/young person and labelled carefully. If it pertains to an adult/NYB member of the team, stored in a separate personnel file
- accessed/shared only on a 'need to know' basis
- tracked internally using Google software to log viewers so NYB can see who has accessed the confidential file, when, and which file has been accessed
- If the need arises to share externally outside of NYB, it will be shared electronically using passwords and encryption e.g. <https://switch.egress.com>
- NYB will ensure that there is clear agreement with all team members and volunteers who use their personal computers to ensure that any records are being stored securely. All team members are required to watch the mandatory bespoke GDPR training video produced in 2024

- NYB will ensure that the child/young person or NYB member of the team in question understands what records we hold, why we need to hold them and who we might share the information with (for example as part of a multi-agency child protection team)

NYB adheres to the current UK legislation and guidance about the retention and storage of child protection records:

- If the file pertains to a report raised about a child, it should be kept until they are 25 (this is seven years after they reach the school leaving age)
- If the file pertains to a report raised about an NYB member of team, it should be kept until they reach their normal retirement age or for 10 years – whichever is longer
- NYB will keep records for the same amount of time regardless of whether the allegations were unfounded. However, if it is found that allegations are malicious NYB will destroy the record immediately

NYB will support any team member who has to make a decision about sharing information in regard to safeguarding. This advice includes the seven golden rules for sharing information and considerations with regard to the Data Protection Act 2018 (DPA) and UK General Data Protection Regulation (UK GDPR). DPA and UK GDPR do not prevent the sharing of information for the purposes of keeping children safe and promoting their welfare. If in any doubt about sharing information, team members should speak to the Designated Safeguarding Lead or deputy DSL. Fears around data protection and sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare of children.

## **15. Safeguarding Online Activity**

National Youth Ballet offers a range of online activity, including

- Teaching of physical warmups and of NYB repertoire
- Auditions
- Setting of creative tasks
- Video tutorials and tips
- Zoom conversations including Youth Council
- Mentoring sessions as part of Beyond Ballet®
- Videos submitted by alumni
- Videos submitted by participants

National Youth Ballet recognises that online activity poses a different safeguarding context to face-to-face activity. We are aware that zoom /video-call participation allows a view into the homes of both team members and participants. NYB Online Safeguarding adheres to the same rigorous standards as outlined in the Safeguarding Policy. Safeguarding in all aspects of digital and online delivery of NYB activity, are now integral to NYB's organisational behaviour.

NYB has produced Terms and Conditions for Participation in Online Activity which all participants of online activity must adhere to, in accordance with our Safeguarding Policy. NYB will share this document in advance of any online activity. See 15.3.

### **15.1. Managing Online Content, Filtering and Monitoring Access to Technology**

Content is promoted on NYB social media platforms (NYB website, Instagram, Bluesky, TikTok, LinkedIn and Facebook). This content is managed, devised, sourced and posted by the Marketing and Creative team. Contributors are all professionally trained artists.

In 2022 NYB launched NYB Voices allowing NYB participants to do Instagram and TikTok takeovers using the NYB login details on their own phones. In 2024 NYB launched its Youth Council. Content can now be created by young people but using guidelines provided by the Marketing and Creative team and overseen by the Social Media Coordinator. The content is checked by the Social Media Coordinator before it is posted.

NYB's DSL will ensure that appropriate risk assessments are in place for the use of any NYB technology, to protect and safeguard children and young people using that technology at NYB. DSL will ensure that filtering processes are correctly set up and monitoring (to assess what is being accessed) is conducted regularly. Currently, YP are never given access to the NYB phone, and if they do instagram or TikTok takeovers, they will be logged into the NYB account on their own phones and logged out again.

Videos submitted by participants are sent to an allocated secure National Youth Ballet email address and monitored by a member of the NYB team. Consent to use the video content is obtained from the participant at the time the video is submitted. Details of consent are outlined in the terms and conditions for each online NYB activity. All activity will have an age and grade appropriate level to minimise the risk of injury to participants.

If there are any concerns about filtering or monitoring, NYB will consult <https://swgfl.org.uk/helplines/professionals-online-safety-helpline/>

**15.2. Responsibilities for Online Activity**

Contributors must:	<ul style="list-style-type: none"> <li>● be familiar with NYB’s current Safeguarding policy and have reviewed our Safeguarding Training Videos</li> <li>● select and share activities which are appropriate to the age or grade of participants</li> <li>● not encourage personally the uploading of any material not agreed by NYB as part of its programme of content by the participants on any other social media platform</li> <li>● not enter into any direct communication with participants on social media or by other means</li> <li>● ensure videoing and video-conferencing platforms are used appropriately, taking into consideration their background setting, language and professional appearance</li> <li>● uphold a high level of professionalism on NYB’s Zoom platform, maintaining and enhancing NYB’s reputation and adhering to the NYB Code of Conduct</li> <li>● ensure that they read through the safety guidance notes and disclaimer for online participation listed below</li> </ul>
NYB will	<ul style="list-style-type: none"> <li>● use a dedicated zoom account for all online activity</li> <li>● ensure that access to password protected zoom rooms is only given to ticket holder</li> <li>● use the waiting room function on zoom so that attendees can be vetted prior to having access to the group session</li> <li>● ensure that there are clear expectations for participants published at the time tickets are purchased (eg. children must be in a neutral setting, will be expected to have cameras turned on for the whole session, will identify themselves on their Zoom account by their first names and will have an adult within hearing distance)</li> <li>● supervise all video content, discussions, and broadcast content</li> <li>● promote safer internet usage to our participants via our social media channels and monitor which platforms we use our voice on as required</li> <li>● ensure that there is a silent witness for all online activity. Both the silent witness and the workshop lead will complete the safeguarding form for online content (See Appendix B)</li> </ul>

	<ul style="list-style-type: none"> <li>● only use the speaker view when publishing online content to ensure that the identities of children are protected</li> <li>● ensure that there are always two adults present for online teaching</li> <li>● ensure that all activity has an age and grade appropriate level to minimise the risk of injury to participants.</li> </ul>
Silent witness will	<ul style="list-style-type: none"> <li>● observe the session</li> <li>● record any safeguarding concerns in the Safeguarding Summary Reporting Form (Appendix B)</li> <li>● intervene immediately if there are any incidents or activity in the background which may present a cause for concern</li> </ul>

**15.3. Safety Guidance and Disclaimer for Online Activity**

Please refer to our Online Auditions Terms and Conditions.

**15.4. Reporting a Concern for Online Activity**

Anyone concerned about a child or team member should contact the DSL and follow the process for reporting a concern. It is important that all team members and volunteers act immediately on any safeguarding concerns as per the Safeguarding Policy guidelines outlined above about Information Sharing point 10 and 11. Trustees, team members and volunteers should report concerns about a participant to the DSL. During on-line content the DSL remains available and can be contacted.

## **16. Filming, Photography and Social Media**

NYB works with a wide variety of media to promote understanding and engagement with its work. This section outlines our approach to photography, filming and other forms of media and our procedures to safeguard children, young people and adults at risk including:

- how NYB obtains photography and filming consent
- how NYB uses photos and videos of children and young people in publications, on websites, on social media and other online platforms
- the actions NYB takes to keep all young people safe
- how NYB stores information legally and in compliance with GDPR

NYB will ensure that all the team are aware of the Safeguarding procedures for Filming and Photography so that everyone is clear about process, expectations and procedures for risk assessments to mitigate the risk of possible safeguarding incidents from happening. Please refer to guidance set out in this Safeguarding Policy and in Appendix E, User Guidelines.

### **16.1. Consent**

Before taking any photos or videos, NYB will always seek consent from a parent or carer if the child is under 16 years. If the child is over 16 years, and they understand what is being asked, then they may give their own consent.

Any child can give or decline consent at any time and their wishes should be honoured, regardless of previous consents given by parents or carers.

NYB will explain on consent forms the purpose of the photo and / or filming to make it easy to understand what they are consenting to before any images are taken. This could include:

- what it is going to be used for, how it may be used in future
- how long NYB will keep their photo or video for, the reason for keeping for this length of time and what happens once this period ends
- how NYB will store and process their image
- how the child, young person or parent/carer can withdraw consent if they change their mind, and how to do this

Where consent is not given, NYB will put in place arrangements to ensure that their image is not taken.

- 16.2. Only the designated member of the NYB team or contracted external photographer and or videographer will be allowed to take photos and film NYB activities. Parents and carers are not allowed to take photos or film activities.

Where the person taking the photo / filming is a member of the NYB team they will use an NYB device / smart phone. The NYB device is set up in line with this Safeguarding Policy to safely store data.

It is not permitted for anyone to use any personal device to take photos and videos of children.

### **16.3. Professional photographers or filming organisations**

Where NYB is working with a professional photographer or filming service, as part of the contracting process NYB will :

- issue the photographer with identification to be worn at all times
- provide a clear brief about appropriate image content and behaviour
- agree who will own the images
- provide a data sharing agreement
- set out for how long the images will be retained and what they will be used for

### **16.4. Events**

NYB will ensure that there is a photography and filming policy statement shared before any event. This will outline NYB's policy on photos and filming to prevent people from taking and sharing images and videos without consent.

NYB will include a statement regarding NYB's policy on photos and filming when people register for an event, adding this explanation to the ticket booking process.

NYB will also publicise this with signs at the event itself.

Where photos are taken with members of the public in them, including children, NYB will ensure that event signs are clearly displayed so everyone knows photography or filming is taking place.

### **16.5. Appropriate usage and storage**

Photos and videos may be used for a range of legitimate interests including but not limited to marketing purposes, including social media posts, publications, posters, programmes and newsletters. NYB will always look at photos and film through a safeguarding lens and will follow this protocol:

- remove names of children unless it's considered absolutely necessary to identify them for e.g. an award
- use images or footage that focus on the activity rather than the child
- use group pictures rather than individual images where possible.
- avoid images of a child in inappropriate dress preferring photos in suitable costume or dress to reduce the risk of inappropriate use
- avoid compromising or inappropriate angles that could be prone to misuse
- avoiding tagging any children on social media

### **16.6. Electronic devices in studios and dressing rooms**

NYB will include in its Code of Conduct a ban for anyone from using electronic devices in studios and / or dressing rooms. That would include mobile phones, tablets, and other equipment with a camera function. This ban extends to all participants, audience, staff and volunteers. The only exception to this is when the designated member of staff for taking photos is present to capture footage in studios.

Electronic devices pose a safeguarding risk if they are used to take photos or video footage in these spaces.

If NYB suspects anyone of taking images or videos of another person when they are

nude or partially clothed e.g. in studios and/or dressing rooms, this should be reported immediately to the activity lead and / or DSL.

NYB Activity Lead or Safeguarding lead will take immediate action including:

- talk to the person and ask what they were filming / have filmed
- if it is a child, NYB will ask to see the footage and request that it be deleted and watch it being deleted
- log the incident with the time, date, and description of the child filming.
- if the behaviour continues NYB will Inform the parents of both the child who was filming and the child who was filmed, as they may want to take further steps.
- if the footage is deemed to be inappropriate and poses a potentially more serious safeguarding concern, NYB reserves the right to report it to the police.

#### **16.7. Storing images and videos**

Photos and videos are 'personal data' by law. In line with the Data Protection Act 2018, to keep images or video footage of children safe and to limit risks of unauthorised access or inappropriate use of images, NYB will

- store images or video recordings in a secure location on the NYB Google Drive
- only use devices belonging to NYB to take and store photos and recordings
- make sure anyone else taking or using images for NYB has permission to do so

Where NYB is storing photographs to identify participants for official purposes like auditions or registers, NYB will follow the same guidelines and legal requirements for handling personal information.

#### **16.8. Retention of images**

Images are 'personal data' and NYB will refer to same guidelines as in clause 14 / GDPR policy.

#### **16.9. Social Media**

National Youth Ballet acknowledges that social networking sites are a key tool for communication and can act as effective recruitment tools for projects and events. However, all team members and contractors should limit communication with individuals to official National Youth Ballet email communications channels.

Team must not accept children below 18 years of age who they have met through their

work with National Youth Ballet as “friends” on social networking sites. Neither must they divulge private email addresses or telephone numbers to these children or young people. Team members should not publish pictures on social networking sites of their work at National Youth Ballet that involves children or young people.

#### **16.10. Choreography**

Owing to the nature of National Youth Ballet activity, choreographers may be permitted to use their own devices for the sole purposes of recording choreography, to share with other members of the artistic team and to show to the children themselves.

Any recorded footage will be uploaded to the NYB Google drive at the end of the same day. Choreographers and or team members must be witnessed deleting the footage from their phone by one other member of the NYB team at the end of the activity.

For more information please refer to [NSPCC Child Protection in Sport Filming and Photography Guidelines](#)

#### **17. Child Performer Guidelines and the Role of Chaperones**

- 17.1. In accordance with the *Children and Young Persons Act, 1963 section 37 (Entertainment)* National Youth Ballet understands and enforces that all children i.e. persons under age of 18 taking part in public performances, shall only take part in the performances, where payment is made to the company, if they have a licence granted by the local authority in whose area he/she resides or by the local authority in whose area the performances are taking place.

National Youth Ballet applies directly to the Local Authority to be approved as a Body of Persons under section 37 of the above act. If approved National Youth Ballet is exempted from the need to apply for individual licences for children to perform within the applicable council. The power to grant licences under this section shall be exercisable subject to such restrictions and conditions as the Secretary of State may by regulations made by statutory instrument prescribe and a local authority shall not grant a licence for a child to do anything unless they are satisfied that they are fit to do so and that proper provision has been made to secure their health and kind treatment and that, having regard to such provision (if any) as has been or will be made therefore, their education will not suffer; but if they are so satisfied, in the case of an application duly made for a licence under this section which they have power to grant, they shall not

refuse to grant the licence.

Regulations under this section may make different provision for different circumstances and may prescribe, among the conditions subject to which a licence is to be granted, conditions requiring the approval of a local authority and may provide for that approval to be given subject to conditions imposed by the authority.

A licence under this section shall specify the times, if any, during which the child in respect of whom it is granted may be absent from school for the purposes authorised by the licence; and for the purposes of the enactments relating to education a child who is so absent during any times so specified shall be deemed to be absent with leave granted by a person authorised in that behalf by the managers, Trustees or proprietor of the school or, in Scotland, with reasonable excuse.

National Youth Ballet therefore provides the Local Authority appropriate to the performance with details of each performance / rehearsal including the dates, times and location, together with the full name, date of birth, address of all children and their respective local authority taking part, at least 21 days in advance of the first performance. Any changes to the performance schedule are advised in advance. The organisation also provides the name and contact details of the lead person responsible for each performance.

National Youth Ballet complies with Regulation 11 and Regulations 15 to 29 of The Children (Performance and Activities) (England) Regulations 2014.

No payment is taken in respect of taking part in the performances, other than for offsetting expenses, that will be made to any young person or anyone acting on their behalf.

National Youth Ballet follows the National Network for Child Employment & Entertainment restrictions in relation to all performances. This covers age restrictions, breaks, hours permitted for performance or rehearsal.

## **17.2. Role of Chaperones**

- 17.2.1. National Youth Ballet ensures that at least the appropriate number of Local Authority approved chaperones are engaged to care for the children with specific

regard to their gender and age, and ensure all children are supervised at all times. NYB adheres to the NSPCC guidelines for Good Practice ratios of adults to children. National Youth Ballet provides details of the appointed chaperones.

- 17.2.2. National Youth Ballet agrees to any authorised officer of the Local Authority having unrestricted access whilst any dress or technical rehearsal or performance is taking place.
- 17.2.3. National Youth Ballet provides a written Safeguarding and Child Protection Policy to the Local Authority.
- 17.2.4. National Youth Ballet submits a Child Details form signed by a parent / carer.
- 17.2.5. National Youth Ballet ensures a list of emergency contact details in respect of each child is held.
- 17.2.6. National Youth Ballet ensures signing in and out sheets and daily record sheets for each performance.
- 17.2.7. National Youth Ballet ensures that any third party practitioner is chaperoned, and that consent is gained from the parent / carer.

## 18. Creating a safer culture

We all have a part to play in responding to any concerns of abuse or neglect. This policy sets out how NYB is creating a Safer Culture which everyone can contribute to. Key points to remember:

- a. Create a positive, friendly, open environment where everyone is encouraged to speak out and challenge poor practice and/or abuse
- b. Know who to report to and how so that there is no delay in raising your concern.
- c. Take every disclosure seriously even if it is difficult to believe or seems unlikely
- d. Report your concerns as soon as possible to ensure concerns are addressed quickly.
- e. Don't wait for evidence. It's not up to you to look for proof
- f. Record your concerns using the facts
- g. Raise a concern again if necessary as you want to be sure that it is being acted upon

**Appendix A - Reporting a Concern Form – CONFIDENTIAL**

Action to be taken if you have:

- a suspicion that a child attending National Youth Ballet or its related project is being abused/harmed, but by somebody not connected to National Youth Ballet.
- a suspicion that a child is being abused/harmed by an NYB peer, somebody contracted to, or working in a voluntary capacity by National Youth Ballet.
- received an allegation from a child or adult that they are being abused/harmed by somebody not connected to National Youth Ballet.
- received an allegation that somebody contracted to or working in a voluntary capacity at National Youth Ballet has abused/harmed a child.
- suspicion that a child attending National Youth Ballet is self-harming.
- for any reason, concerns regarding Child Protection issues, or you are unsure of the action to take, or require advice.

1. You should contact the Designated Safeguarding Lead. If the DSL is not available, please contact the Trustee with Responsibility for Safeguarding. Calls will be returned as a matter of urgency.

2. Following discussion with the Designated Safeguarding Lead or other nominated person listed above, they will advise you regarding further action to be taken. In the meantime you should follow the general guidance below:

a. Do not inform parents if the abuse allegation concerns what is happening in the child's home, unless or until Social Services have given permission. (Please remember that Social Services may have information already on file that you are not aware of).

b. Because it can be very difficult for a child to report that they are being abused, particularly whilst it is happening, it is important that any allegation is taken seriously. The alleged victim is likely to minimise the seriousness of abuse that has occurred, so it is important to record everything.

c. If the allegation concerns abuse in a setting other than the home it may be appropriate for National Youth Ballet to advise the parents. The guidance of Social Services must be sought before doing so.

CONFIDENTIAL Reporting a Concern Form

<p>Nature of Concern: (Tick appropriate concern)</p> <p><input type="checkbox"/> Suspicion that a child attending National Youth Ballet or its related project is being abused/harmed, but by somebody not connected to National Youth Ballet.</p> <p><input type="checkbox"/> Suspicion that a child is being abused/harmed by an NYB peer, or by a member of the NYB team</p> <p><input type="checkbox"/> A disclosure from a child or adult that they are being abused/harmed by somebody not connected to the National Youth Ballet.</p> <p><input type="checkbox"/> An allegation from a child or adult that somebody working or volunteering in the National Youth Ballet team has abused/harmed a child.</p> <p><input type="checkbox"/> Suspicion that a child attending National Youth Ballet is self-harming.</p>
<p>Name and address of the child or adult making the disclosure or allegation</p>
<p>Date of disclosure - time, day, date, month year</p>
<p>Name and role / position of the person, to whom the disclosure or allegation was made</p>
<p>Who else was present when the disclosure or allegation was made?</p>
<p>What was said, what were the words used (please be as exact as possible and remain purely factual) and to whom? What did you notice (speech, behaviour, mood, appearance)? Remember record their words rather than your interpretation</p>

Have you discussed reporting your concerns with the child or adult making the disclosure or allegation?
Your observation and why it is a cause for concern
Who else is aware of the concern?
Action taken
Any other relevant information?
Signed..... Date.....

CONFIDENTIAL Body Map

To be completed at time of observation.

Name of Child:

.....

Date of

Birth:

.....

Name of team  
members:

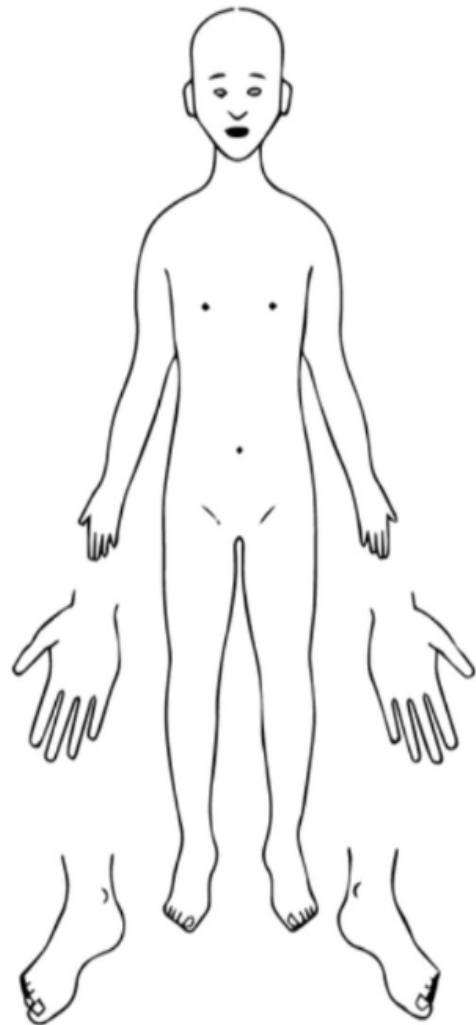
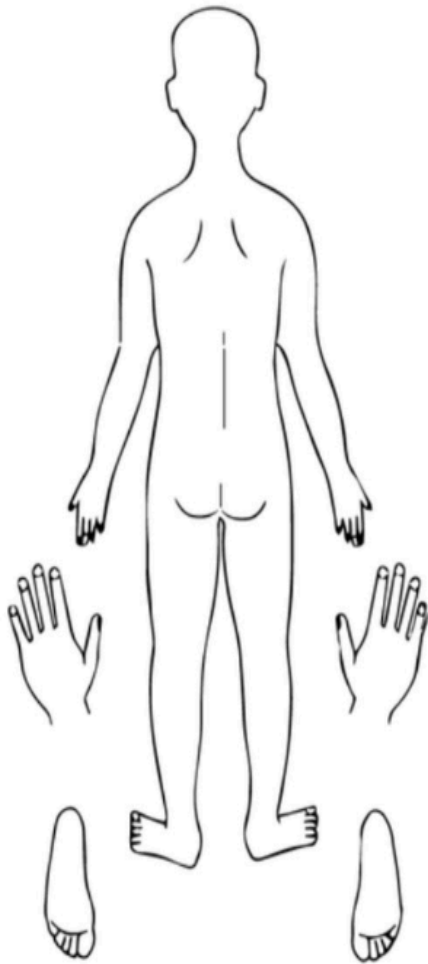
.....

Job title:

.....

Date and time of  
observation:

.....

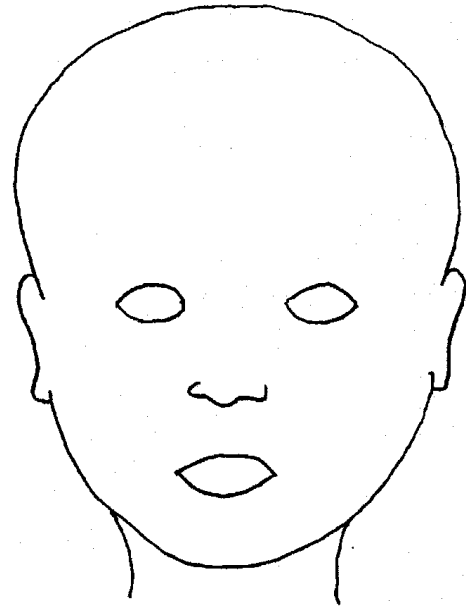


Name of  
Child:

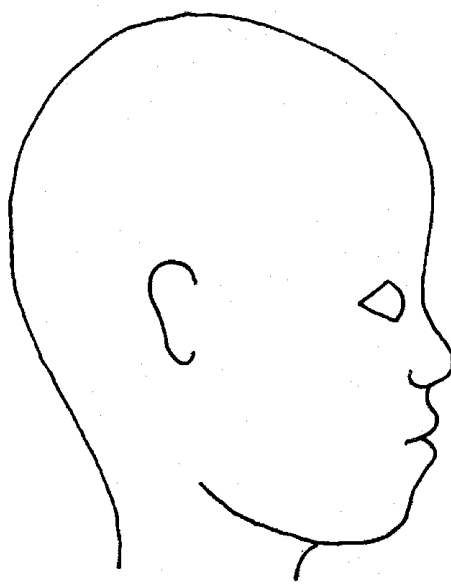
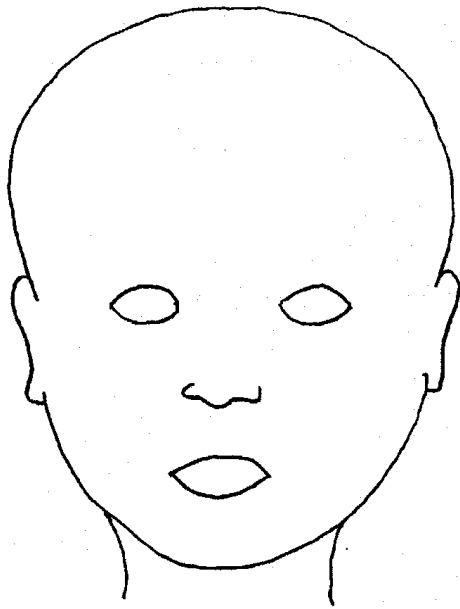
Date and time of  
observation:



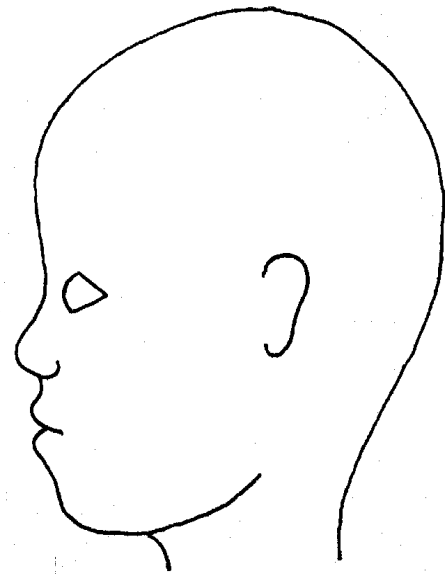
BACK



FRONT



RIGHT



LEFT

**Appendix B - Safeguarding Summary Reporting Form**

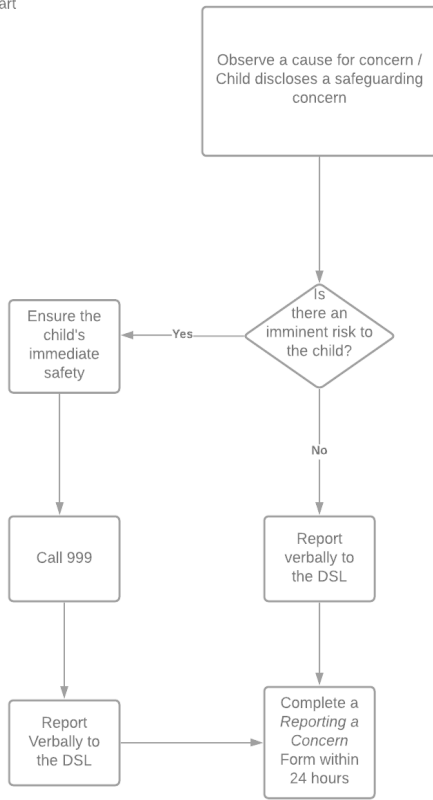
This form has been designed to allow us to keep a record of any safeguarding concerns during NYB activity including a nil return. It is important that we have a record of any concern, no matter how small. This form should be completed after each day of activity. If you have **a specific concern** about a child in a face to face setting please complete the "Reporting a Concern" form. If you are in doubt please speak to the DSL.

<b>Name of Activity</b>	
<b>Date of Activity</b>	
<b>Format of Activity (circle)</b>	In person                      Online
<b>Person Completing the form</b>	
<b>Role of Person Completing the form</b>	
<b>Other Adults Present</b>	
<b>Observations during the session</b>	Please use this space to record any incidents or cause for concern. This can include inappropriate behaviour, language, dress of people in the background that may impact other participants. It can also include concerns that you may have of the behaviour of participants.



Appendix C - Flow Chart of Safeguarding Reporting

National Youth Ballet  
Safeguarding Flow Chart  
May 2021



**Conducting a Conversation**

1. Keep calm
2. Allow the child to talk freely
3. Do not interrogate
4. Reassure the child "you've done the right thing"
5. Let them know that you have to pass on what they have told you to keep them safe

**How to report**

1. Take as many notes as possible as soon as possible
2. Use direct quotes
3. Remain objective and report what you have been told.
4. Use specific words and phrases.
5. Do not speculate or infer.
6. Record the date, time and venue.

**Appendix D - Event Sheet for NYB Activity**

<p><b>NYB</b> National Youth Ballet</p>	
<p>Event Sheet for NYB In Person Activity</p>	
<b>Date of Activity</b>	
<b>Title of Activity</b>	
<b>Name of DSL</b>	
<b>Contact Number for DSL</b>	
<b>Email address for DSL</b>	
<b>Alternative Contact Name</b>	
<b>Alternative Contact Title</b>	
<b>Alternative Contact Number</b>	
<b>Number of Attendees</b>	
<b>Notes</b>	

## **Appendix E: Photography & Filming Safeguarding Guide**

Golden Rule: Always think about safeguarding before taking or sharing any photos or videos.

### 1. Consent

- Only photograph or film children with positive, informed consent.
- Check registration forms for consent status.
- Some children may not have consent. Respect this and liaise with carers if needed.
- Consent cannot easily be withdrawn once images are online—make this clear.

### 2. Identifying Children Without Consent

- Know which children cannot be photographed or filmed.
- Use a clear and fair system to brief photographers/videographers.
- External photographers must be clearly instructed and never left alone with children without DBS checks.

### 3. Public Events & Spaces

- Members of the public may take photos in public areas; NYB cannot restrict this.
- Inform participants about photography/filming during registration or ticketing.
- Use signage and clearly mark areas where photography/filming is prohibited e.g. toilets, changing rooms.

### 4. Using & Sharing Images

- Only share images for legitimate charity purposes.
- Never tag children online.
- Ensure children are appropriately clothed and represented fairly.
- Think before sharing—once online, images are hard to remove.

### 5. Storage & Devices

- Store all images on NYB's Google Drive, never on your hard drive.
- Follow GDPR rules for auditing and deletion.

- No camera devices (phones, tablets, etc.) in private areas (studios, dressing rooms) for all participants, staff, volunteers, and audiences.

6. Risks to look out for

- Misuse of images for bullying, exploitation, or sexual harm.
- Accidental capture of partially clothed children.
- Any other illegal photography.

Report all concerns immediately through safeguarding procedures.