

Protection of Children and Vulnerable Adults

Policy Statement

LPM Dance works with children and vulnerable adults in a wide range of contexts. The company accept and recognise our responsibilities to develop awareness of the issues that cause harm.

*A child is defined as under 18 The Children Act 1989

The aims of Policy are;

- ☐ To protect children and vulnerable adults from abuse. To ensure they can participate in an enjoyable and safe environment.
- ☐ To ensure cases of suspected abuse are referred to the appropriate bodies.
- ☐ To ensure consistent standard amongst personnel.
- ☐ To reassure participants, parents, families, schools and other bodies of the level of care.
- ☐ To protect staff against unjust accusations regarding their actions.

This policy relates to all staff and freelance workers who are employed with LPM Dance. All staff and freelancers will be in receipt of this policy. LPM is committed to reviewing this policy and good practice regularly.

1. Good Practice Principles

LPM will endeavour to safeguard children and vulnerable adults by adhering to the following good-practice principles:

- Risk Assessment - should be part of planning any project or series of classes and should take into account what might go wrong, their likelihood and impact. Then you can identify measures to reduce risk including allocating roles to monitor and manage safeguarding as well as what to do if things do go wrong.
- To always put the welfare of children and vulnerable adults first, before winning or achieving goals.
- To treat all children and vulnerable adults equally, with respect and dignity.
- To always work in an open environment (e.g. avoiding private or unobserved situations - particularly one to one, and to encourage openness).
- To maintain a safe and appropriate distance with children and vulnerable adults (e.g. it is not appropriate to have an intimate relationship with a child or to share a room with them).
- To strive for equitable relationships based on mutual trust which empowers children and vulnerable adults to share in the decision-making process.
- To ensure that Dance and related activity is fun, enjoyable and to promote healthy safe practice.
- To maintain up to date insurance policies and to ensure that guide-lines are

followed.

- To defer to and involve parents/carers/teacher's/youth leaders/nurses wherever possible.
- To be an excellent role model – this includes not smoking or drinking alcohol whilst at work.
- To give enthusiastic and constructive feedback rather than negative criticism.
- To be aware of the developmental needs and capacity of children and vulnerable adults.
- To obtain consent from parents or carer for each use of still or moving image of children and vulnerable people.
- Full lesson plans must be available on request to comply with insurance. No child or vulnerable adult should be left on their own with an adult. If necessary, call the police to assist, or ask the parent/carer of the last but one child leaving a session to stay.
- Try and ensure that either a teacher is present when teaching in schools.
- Always ensure that any form of manual/physical touch is appropriate to the lesson and is provided openly.
- Care is needed, as it is difficult to maintain hand positions when the person is moving.
- Children and vulnerable adults should always be consulted and their agreement gained. Provide an introduction to the nature of the contact work and encourage a 'no' response if anyone feels it is unacceptable.
- Some parents are becoming increasingly sensitive about manual support and their views should always be carefully considered. Back up through lesson plans.
- If groups have to be supervised to change, try and ensure that adults supervise in pairs.
- During residential events, avoid one to one situations and being alone with a child or vulnerable adult in a bedroom or any other space.

Practice Never to Be Sanctioned

You should never:

- be alone with a child or vulnerable adult
- engage in rough, physical or sexually provocative games
- allow or engage in any form of inappropriate touching
- allow children and vulnerable adults to use inappropriate language
- unchallenged
- make sexually suggestive comments to a child or vulnerable adult, even in fun
- reduce a child or vulnerable adult to tears as a form of control
- allow allegations made by a child or vulnerable adult to go unchallenged, unrecorded or not acted upon
- do things of a personal nature for children or vulnerable adults, that they can do for themselves
- invite or allow children or vulnerable adults to stay with you at your home unsupervised.

Protection of Children and Vulnerable Adults Procedures

2. Responsibility

Everyone has a 'duty of care' towards all children under 18 and vulnerable adults. It is your responsibility to Recognise, Respond, Record and Report if you suspect abuse.

However, it is not the responsibility of anyone working at or for LPM Dance to decide whether or not abuse has taken place. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

Recognising Abuse

Sexual Abuse

Forcing or enticing a child to take part in sexual activities, whether or not they are aware of it happening. The activities may involve physical contact, penetrative or non-penetrative acts. They may also include non-contact activities, such as involving children looking at, or in the production of, pornographic material or watching sex acts, or encouraging children to behave in sexually inappropriate ways.

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. It may involve failing to provide adequate food, shelter, and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child.

Emotional Abuse

Emotional abuse is the persistent ill-treatment of a child such as to cause severe and persistent adverse effects upon the child's emotional development. It may involve conveying to children that they are worthless, unloved or inadequate. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children to feel frightened or in danger or the exploitation or corruption of children. Some level of emotional abuse is present in all types of ill-treatment of a child, though it may occur alone.

Responding to Possible Abuse and Disclosure

The four Rs

1. Recognise

- Spot the physical, behavioral, or emotional signs of abuse, neglect, or harm.
- Stay vigilant to sudden changes in a person's demeanor or environment.

2. Respond

- Listen carefully and stay calm if someone makes a disclosure.
- Take what they say seriously without judging, leading, or making false promises of confidentiality.
- Allow them to speak freely

3. Report

- Pass your concerns up to the designated safeguarding lead or appropriate organization without delay.
- Share information immediately if there is an immediate risk of serious harm.

4. Record

- Write down clear, factual, and objective notes about what you saw or heard.
- Include dates, times, and the individual's exact words where possible, keeping the record secure.

Confidentiality

Whilst working for LPM there may be occasions when group members disclose personal details. Within the group setting this is to be expected, however we are obliged to breach confidence if any of the following apply:

- The risk of harm to an individual is apparent.
- The degree of harm is judged to be serious.
- Breach of confidentiality may serve to avoid harm.

3. Internet and Phone

Where records are kept of the contact information of any child or vulnerable adult, these will be kept on password protected IT systems and will only be accessible to a small number of authorised people.

All tutors and others that have regular contact with children or vulnerable adults should not make direct contact via telephone or email or indirect contact through social networking sites with any individual. This is for their own protection as well as the protection of the child or vulnerable adult. In most cases communication will be either with the parent or carer or it will be made by an authorised member of staff on behalf of those who have regular contact.

4. Recruitment

LPM Dance Theatre recognises that anyone may have the potential to abuse children and vulnerable adults in some way and that all reasonable steps are taken to ensure unsuitable people are prevented from working with children. When undertaking pre-selection checks the following will be included:

- Staff will be required to have a recent DBS check in place (within 12 months).
- Staff will be advised to be on the update service.
- Consent must be obtained from an applicant to seek information from the
- Criminal Records Bureau.
- Two confidential references, including one regarding previous work with children and/or vulnerable adults. These references must be taken up and confirmed.

5. Training

LPM practitioners took part in safeguarding training with Cheshire Dance in September 2026 (Level 2)

George Adams: LPM Safeguarding Lead: Training completed 2025 (Level 3)

6. Useful numbers and resources

If the individual is in immediate danger: 999

LPMs DSL (George Adams) George.as.adams@gmail.com

LPM'S deputy DSL (Helen Gould) lpmdanceforhealth@gmail.com

DSL and/or deputy DSL is responsible for reporting any concerns. The following numbers have been provided for reference.

Report a concern: Children and Adults

Lancashire County Council Urgent Referrals

0300 123 6720

Our of hours

0300 123 6722

Can request a call back

Concerns about an adult who works with children

0300 123 6720 or Local Authority Designated Officer lado.admin@lancashire.gov.uk

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LPM Dance Theatre- Co-Artistic Director- September 2026