

Pip Drama Safeguarding policy

The purpose and scope of this policy statement is to address the safeguarding of young people while working with Pip Drama in all aspects including, but not exclusively, after-school clubs, holiday clubs and one-off drama workshops.

The purpose of this policy statement is:

- + to protect children and young people who receive Pip Drama's services from harm. This includes the children of adults who use our services
- + to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection. This policy applies to anyone working on behalf of Pip Drama, including the owner, paid staff, volunteers, sessional workers, agency staff and students.

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

At Pip Drama, we believe that:

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

We recognise that:

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

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

- + valuing, listening to and respecting them
- + appointing a nominated child protection lead for children and young people, (Victoria Stammers 07971 873073)
- + adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- + providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about, and follow, our policies, procedures and behaviour codes confidently and competently
- + recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- + recording, storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner's Office: ico.org.uk/fororganisations]
- + making sure that children, young people and their families know where to go for help if they have a concern

- + using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- + using our procedures to manage any allegations against staff and volunteers appropriately
- + creating and maintaining an anti-bullying environment
- + ensuring that we have effective complaints and whistleblowing measures in place
- + ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- + building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.
- + working with partner schools and settings and ensuring staff know the safeguarding procedures of the school they are working in and the name and method of contact of the relevant safeguarding leads in that setting.

Contact details

Nominated child protection lead:

Name: Victoria Stammers

Phone / email: 07971 873073 / victoria@pipdrama.co.uk

Alternative child protection contact:

Name: Ian Stammers

Phone / email: ianstammers@gmail.com

NSPCC Helpline: 0808 800 5000

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: September 2025 (*date*)

Signed: Victoria Stammers ***Date:*** 04.09.25