



Safeguarding Policy and Procedures

Children, Young People and Adults at Risk



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Safeguarding Policy

1. Introduction

Movema is committed to delivering a service that promotes good practice and safeguards children, young people and adults at risk from harm. This is of the highest priority throughout our day to day activities.

The Trustees and staff of Movema accept and recognise our responsibilities to develop awareness of the issues that may cause harm to children, young people or adults at risk; and to work together with other agencies to ensure appropriate arrangements within our organisation to identify, assess, and support those children, young people and adults at risk who are suffering, or likely to suffer, harm.

2. Definitions

- **Staff and Volunteers** - For the purposes of this document 'staff and volunteers' applies to everyone within the organisation: Board members, all colleagues (paid, temporary and permanent), volunteers, those on work experience and student placements, and young people
- **A child** is anyone who has not yet reached their 18th birthday (Children Acts 1989 and 2004). That a child has reached 16 years and is living independently does not change their status or entitlement to services or protection under these Acts.
- **Young Person**- In England and Wales the term 'young person' is defined by the Child and Young Persons Act 1993, as a person who has attained the age of fourteen and is under the age of eighteen years.
- **Safeguarding and promoting the welfare of children** is usually proactive and preventative and is defined ([Working Together to Safeguard Children, 2023](#)) as:
 - Providing help and support to meet the needs of children as soon as problems emerge.
 - Protecting children from maltreatment, whether that is within or outside the home, including online.
 - Preventing impairment of children's mental and physical health or development
 - Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
 - Promoting the upbringing of children with their birth parents, or otherwise their family network⁴ through a kinship care arrangement, whenever possible and where this is in the best interests of the children.
 - Taking action to enable all children to have the best outcomes.
- **Child Protection** is part of safeguarding and promoting welfare is defined as the activity taken to respond to an incident or variety of issues where there are concerns or allegations of abuse to protect specific children and young people who are suffering or are likely to suffer significant harm.
- **A child at risk** is a child who:
 - Is experiencing or is at risk of abuse, neglect, or other kinds of harm.

- Has needs for care and support (whether or not the authority is meeting any of those needs).
- Online abuse is any type of abuse that happens on the internet, facilitated through technology like computers, tablets, mobile phones and other internet-enabled devices (Department for Education, 2018).
- **Adult safeguarding** is defined as '*protecting an adult's right to live in safety, free from abuse and neglect*' [Care and Support Guidance, 2016]. It is about preventing and responding to concerns of abuse, harm, or neglect of adults, while at the same time having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.
- An **Adult at Risk** is defined as;
 - **(England)** any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and or support. (Care Act 2014 England)
- A **Safeguarding concern** is defined as a concern about the safety or wellbeing of a child or adult because of something that has been heard or seen, or information that has been received.
 - It can involve Movema staff and volunteers and people outside of Movema
 - Involves a concern about children or adults who are connected to Movema through employment, volunteering and / or as beneficiaries.
- A **Safeguarding allegation** is an allegation made about a safeguarding concern made against any staff member or volunteer from Movema or another organisation (we would normally expect this to be an organisation which has links to Movema)
- A **Person subject of the concern** is the person who is the victim of the safeguarding concern, or allegation.
- A **Person of concern** is the person alleged to have committed the safeguarding concern or allegation.
- **Providers** – for the purposes of this document 'Providers' refers to organisations who and have achieved Approved Provider status with Movema.

3. Policy Statement

The purpose of this policy is:

- To protect Children, Young People and Adults at Risk, who receive Movema's services from harm. This includes the children of adults who use our services.
- To provide staff and volunteers, as well as children, young people, adults at risk and their families, with the overarching principles that guide our approach to child and adult at risk protection. This policy applies to anyone working on behalf of Movema, including senior managers and the board of trustees, paid staff, volunteers, and sessional workers.

Movema has a duty to safeguard from harm all children, young people and adults at risk involved in its education, performance and outreach work.

4. Reviewing the Policy

Movema recognises that the law around Child, Young Person and Adults at Risk Safeguarding is under constant review. The interpretation of the law and professional guidance is likewise subject to continual change; therefore this policy will be:

- Reviewed annually, or at the point that new legislation to practice review makes it necessary.
- Led by the Designated Safeguarding Leads and Designated Trustee.
- Following guidance from the Department for Education, NSPCC, Keeping Bristol Safe Partnership and Liverpool Safeguarding Children's Board.

5. Definitions Of Harm

Children and Young People

Please see Appendix 4 for Definitions of Harm relating to children, referencing [Working Together to Safeguard Children, 2023](#)

[Abuse](#)

[Emotional abuse](#)

[Neglect](#)

[Physical Abuse](#)

[Sexual Abuse](#)

Adverse Childhood Experiences/ Adverse Community Environments

ACEs are defined as 'traumatic or stressful experiences that can have a huge impact on children at the time and throughout their lives.

Adverse Childhood Experiences can include:

Maternal depression, Emotional and Sexual Abuse, Substance Abuse, Domestic Violence, Homelessness, Incarceration, Mental Illness, Divorce, Physical and Emotional Neglect.

Adverse Community Environments can include:

Poverty, Discrimination, Community Disruption, Lack of opportunity, economic mobility, and social capital. Violence, Poor housing quality and affordability.

Trauma informed practice recognises the impact of adverse childhood experiences and community environments on children and young people's development and wellbeing.

For more information see Appendices 4 and 5.

Adults at risk

Abuse is the violation of an individual's human and civil rights by any other person or persons. It may be something that is done to the person, or something not done when it should have been; it can be unintentional, but if a vulnerable adult is harmed this must be reported.

There can be abuse in any relationship, often occurring where the abuser is in a more powerful position than the person being abused – although the reality is often more complex and nuanced than this. The abuser may be more able than the person being abused or the abused person may be dependent on the abuser in some way.

Anyone can carry out abuse or neglect, including:

- Spouses/partners.
- Other family members.
- Neighbours, Local residents.
- Friends/Acquaintances.
- People who deliberately exploit adults they perceive as vulnerable to abuse.
- Paid staff or professionals or volunteers.
- Strangers.

While our focus will generally be to recognise and prevent abuse of our service users and others, e.g., their children or partners who might be housed or staying with them, the nature of our services means that colleagues must also be vigilant about how abuse might be perpetrated by service users to others, for example:

- To other residents of multiple occupation housing.
- To neighbours or others within neighbourhoods who are vulnerable adults.
- To other family members.

Patterns of abuse

Incidents of abuse may be one-off or multiple and they may affect one person or more. Colleagues should look beyond single incidents or individuals to identify patterns of harm.

Abuse can happen anywhere, for example, in someone's own home, in a public place, in hospital, in a care home or in college.

It can take place when an adult lives alone or with others. It can happen when a young adult is either part of gang culture, associated with or under pressure to associate with gangs.

Repeated instances of poor care may be an indication of more serious problems and of what we now describe as organisational abuse (this applies to the inability to provide a good level of care to an individual or group of people in a care setting such as a hospital or care home, or in a person's own home if they receive care assistance there). In order to identify these patterns, all colleagues are expected to record and appropriately share information.

Types of abuse

The Care Act (2014) statutory guidance lists 10 types of abuse. These are:

- Physical abuse
- Domestic abuse
- Sexual abuse
- Psychological / emotional abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Organisational or institutional abuse
- Neglect and acts of omission
- Self-neglect

Bristol region [Safeguarding Adults Multi-Agency Policy 2023](#) also includes:

- Sexual Exploitation

In addition, to this list, it also states it is helpful to be aware of the following:

- Hate Crime
- Mate Crime
- Forced Marriage
- Female Genital Mutilation (FGM)
- PREVENT (Preventing radicalisation to extremism, see below)
- Criminal Exploitation (including cuckooing)

Please see [Appendix 5](#) for more information on each of these types of abuse.

Radicalisation and extremism

Defined through the Governments 'Prevent Duty' Guidance as

- **Radicalisation** is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.
- **Extremism** is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Keeping children and young people safe from these risks is a safeguarding matter and should be approached in the same way as safeguarding children from other risks.

For more information see Appendices 4 and 5.

6. Roles & Responsibilities: A joint approach

Safeguarding is everybody's responsibility

Through regular activities with children, young people and adults at risk, **all staff** (paid staff, volunteers, trustees, artists, practitioners and contractors) across the organisation are well placed to identify concerns and have individual responsibility for reporting such concerns to the Designated Safeguarding Lead or Deputy.

All Staff and Volunteers

Everyone at Movema is responsible for safeguarding and must be familiar with the Safeguarding Policy and Procedure, aware of how to recognise and respond to concerns and promote safeguarding in all their work.

Everyone must report safeguarding concerns in line with the requirements of the jurisdiction of this policy and procedure.

There are also specific responsibilities for named safeguarding roles who have been assigned based on their experience and authority to promote and oversee safeguarding practice and to challenge practice where necessary.

Designated Safeguarding Officers (DSO)

The DSOs are the Operational Leads and have responsibility for safeguarding across Movema which include:

- promoting a safeguarding and listening culture
- keeping abreast of changes in safeguarding law, arrangements for safeguarding and best practice; safeguarding work at Movema
- providing advice and support on safeguarding matters for staff and volunteers
- managing individual safeguarding cases including making decisions, seeking specialist advice, referring to police or social care, working with external agencies, escalating concerns, record keeping using Movema systems
- alerting the Designated Safeguarding Lead (DSL) to safeguarding concerns relating to allegations against staff and volunteers, poor practice concerns, staff and volunteers training needs or other matters about safeguarding
- deputising for the DSL including contributing to the broader safeguarding work (e.g., policy development, data collection, safer recruitment, induction and training of staff and volunteers).

Designated Safeguarding Lead (DSL)

The DSL is the Chief Executive Officer who has strategic responsibilities for safeguarding. The DSL may delegate parts of the role but remains responsible for these areas:

- promoting a safeguarding and listening culture
- keeping abreast of changes in safeguarding law, best practice and emerging trends and themes in safeguarding across Movema and nationally
- setting the safeguarding policy and procedure direction in line with statutory guidance and ensuring it is implemented, including ensuring annual reviews are undertaken.
- monitoring effectiveness and compliance of safeguarding policy and procedures as well as related procedures such as Recruitment and Whistleblowing
- ensuring effective safeguarding systems are in place, including recording and retrieval systems; the DSOs are appointed and that safeguarding roles are stated in job descriptions.
- setting out required safeguarding training, including induction, and providing learning and development opportunities as per staff and volunteers' roles and responsibilities. Maintaining a record of staff and volunteers' attendance at safeguarding training
- assisting and overseeing the work of the DSO and quality assurance regarding the management of safeguarding cases, including decisions made
- overseeing the management of safeguarding allegations against staff and volunteers
- briefing the full Board at least annually and more frequently, if necessary, about safeguarding activity (e.g., data, gaps, themes and risks). Providing quarterly updates to the designated Board subgroup.

Board of Trustees

Trustees are ultimately responsible for the governance of safeguarding at Movema, ensuring that the organisation is legally compliant and delivering services safely. Their responsibilities include ensuring:

- a culture of safeguarding is promoted, and people can raise concerns and feel supported,

- there is a staff and volunteers Code of Conduct and policies such as Whistleblowing and Recruitment (which includes information about statutory checks on the suitability of staff and volunteers) which together support safeguarding across the organisation,
- a Safeguarding Policy and Procedure is in place (which includes how to deal with allegations against staff and volunteers); it is reviewed at least annually, and it is available to, understood and applied by staff and volunteers,
- safeguarding concerns are managed effectively; systems are in place for the management of safeguarding; there is sufficient resourcing of safeguarding including training; a DSL is appointed whose role is stated in their job description,
- they receive and review reports on safeguarding activity at least annually (e.g., gaps, risks, and understanding and tracking any remedial action required),
- that the Chair undertake enquiries if an allegation is made against the CEO,
- compliance with the Charity Commission serious incident notification requirements, and other bodies such as regulators, commissioners, grant-makers, insurance companies.

Designated Trustee and Deputy Designated Trustee for Safeguarding

The nominated lead safeguarding Trustee is nominated will help the Board of trustees to ensure:

- that safeguarding is well-managed across the organisation.
- that the work is compliant (e.g., policies, safer recruitment, recording)
- safeguarding is championed at the highest level and learning is promoted.
- strengths and weaknesses are understood, risk assessments are done and there is a development plan which is monitored.
- reports are made regularly to Board thereby linking the Board with the operational part of the organisation.
- serious incidents are reported to Charity Commission

Names and contact details of the Safeguarding Leads are provided in **Safeguarding Policy Appendix 2.**

7. Best Practice & Code of Conduct

Please view Movema's Online Conduct for Staff, Practitioners and Volunteers on our website: <https://movema.co.uk/policies-and-strategies/>

Best Practice

When Movema initiates projects with children, young people, adults at risk from harm, or other groups, there is a responsibility for the safety and wellbeing of all participants and staff. Here are Movema's guidelines for best practice:

- For dance activities involving children or vulnerable people, there will always be at least two adults staff members working with groups, the second member of staff may be from Movema or relevant partner organisation.
If for any reason there are not two adults present from Movema or a partner organisation, the session must be postponed, combined with another session, or delayed. Practitioners should not commence the activity on their own, and should inform the project manager or DSO urgently.

- For sessions aimed at adults (not identified as vulnerable) there may be one member of staff delivering the activities, but where possible, a second member of staff or volunteer will be present.
- Wherever possible, staff members will remain in the same room as each other.
- Should the group need to divide into smaller groups and work in different rooms, a single member of staff must work with more than one child, young person or adult at risk in a room.
- Movema will provide the dance practitioners with contact details and procedures for dance activities, for example contact details for parents/guardians.
- Physical contact between staff and participants should only be used in a safe and appropriate manner with the consent of the child, young person or adult at risk. The purpose of this contact should be made clear. (See Touch Policy below).
- Staff should not enter into inappropriate relationships with participants.
- Staff should not take lone project participants home in their car. If they have no way of getting home after a workshop, they should be put in a taxi rather than be taken in a staff member's vehicle. If this is not possible, the member of staff must inform the Designated Safeguarding Officer (DSO) of the situation before leaving. In either case, staff should contact the parents/guardians of the child, young person or adult at risk to confirm these arrangements.
- Staff will never give their personal details, including mobile phones, social media profiles, bank details, etc. to any child, young person or adult at risk.
- In cases where these guidelines contradict each other (for example, waiting outside a venue late at night with a lone child, young person or vulnerable adult, waiting for their parent who is late to collect them), staff should use their judgement as to the best course of action. Where putting the safety of the child, young person or adult at risk first places the member of staff in a vulnerable position they should make the environment as safe for themselves as possible (in this case waiting inside the venue with box office staff, or by telephoning the DSO to explain what is happening).
- If a staff member needs to buy food or drink or give a young person money for travel, this is to be recorded in the expenses book and the DSO is to be notified.

If in doubt about anything, Movema practitioners, staff members or volunteers should contact the project manager or Designated Safeguarding Officer in the first instance.

Code of Conduct

Movema's Code of Conduct applies to all staff, freelancers, volunteers and adults involved in activities with children, young people and adults at risk.

You should never:

- Engage in rough, physical or sexually provocative games.
- Share a room with a child or invite or allow children to stay with you at your home.
- Allow or engage in any form of inappropriate touching.
- Make sexually suggestive comments to children, young people & adults at risk, in any circumstances.
- Give, lend or borrow money or property. If in extreme circumstances you do need to give or lend money to a young person (for example to ensure they have something to eat) you must notify the DSL immediately, obtain a receipt of some sort and claim the money back from Movema.
- Share their personal mobile phone number or any other personal information with a child, young person or adult at risk.

- Accept friend requests to their personal accounts, pages or profiles on any social media platform from a young person. Any contact/messaging with a young person or adult participant through a social media platform should always be through an official Movema account and with a young person, another member of staff copied in.
- Store photographs or films from activities on your phone long-term. If you use your own camera or phone to take photographs during a session, they must be downloaded/ saved onto a Movema computer or secure cloud storage and then deleted from your personal camera/phone **immediately**.
- Take photos or video of children or young people in school uniform where they may be identified.
- Allow allegations made by a child, young person or adult at risk to go unchallenged, unrecorded, or not acted upon.
- Do things of a personal nature for children, young people or adults at risk that they can do for themselves. It may be necessary for staff, freelancers and volunteers to do things of a personal nature for a child, young person or adult at risk (e.g. dressing and undressing, lifting), particularly if they are young or disabled. These tasks must only be carried out with full parental consent. Be responsive to the child, young person or adult at risk's reactions. If they are fully dependant on you, talk about what you are doing and give choices where possible. Avoid taking on tasks that you are not appropriately trained for.

Conduct as a Movema staff member, practitioner or volunteer

Members of the Movema team should not smoke, drink alcohol, taking illegal drugs or use inappropriate language in the company of children, young people or adults at risk. Movema representatives should respect all children, young people and adults verbally, physically and emotionally.

Action:

If any of the following occurs, staff, freelancers and volunteers should report immediately to the Designated Safety Officer (DSO) or Designated Safety Lead (DSL) and record the incident. The parent/ guardian of the child must also be informed.

- You accidentally hurt a child, young person or adult at risk.
- A child, young person or adult at risk seems distressed in any manner.
- A child, young person or adult at risk appears to be sexually aroused by your actions.
- A child, young person or adult at risk misunderstands or misinterprets something you have done.

Touch Policy

Dance is a physical artform, which may involve physical touch with others, and non-verbal communication.

Even though touch can be important to many people, it can make some people feel very vulnerable it is only valuable when it feels safe, comfortable and positive. If, for a variety of reasons, it does not, all the benefits disappear, to be replaced by very clear disadvantages.

Touch must **always** be negotiated, in the context of a dance activity, this will quite possibly be a non-verbal agreement.

Practitioners and volunteers must create an environment in which participants feel genuinely able to make choices based on how they feel:

- each person needs to feel in control of what they do, or what is done to them.
- touch may become unacceptable at any time. It is never desirable to maintain touch if it has become unwelcome for any reason.
- negotiate and support activities on a moment to moment basis and encourage anyone else working with you to do the same.
- insist on this rule for any session: 'you can move in any way that you want as long as it doesn't hurt anyone else, or you'.
- stop, or change, what is happening at any time you feel uneasy about participants safety or comfort.
- report anything that makes you uneasy to the appropriate person, within the safeguarding policy of your setting.

8. Recruitment

Movema will adhere to safe recruitment principles for all roles:

- New staff members will be interviewed, by at least two people.
- New freelancers and volunteers will be interviewed, by at least one person. Where possible we will aim to involve two people.
- Interviewers will seek to identify reasons for gaps in employment or inconsistencies.
- Information around the requirement to undergo a DBS check will be included in recruitment information and confirmed in person during interview.
- An enhanced disclosure from the Disclosure & Barring Service (DBS) is required. Movema will recommend signing up to the DBS update service, which removes the need for regular re-applications.
- In the case of short-term freelance contracts, which might end before the DBS certificate is received, or whilst waiting for completion of the DBS process, or when working with international artists, the individual will work alongside a DBS-checked member of staff, and will not be left unsupervised with CYP or adults at risk, until their DBS certificate comes through. In this situation, before any contract is agreed, Movema will communicate the situation, well in advance, to partners/ clients, and act accordingly.
- For new employees, references will be taken up using a standard reference form that asks specific questions about the individual's suitability to work with young people and vulnerable adults.
- Evidence of personal identity will be requested during the recruitment process.
- There will be thorough induction to safeguarding, referring to the Safeguarding Policy and Code of Conduct.

9. Performances and use of Chaperones

All performances involving CYP under the age of 16 must comply with legislation governing children in entertainment.

For performances where participants are getting changed on-site, registered City Council Chaperones must be engaged. If children and young people do not need to get changed, rest spaces and toilet facilities should still be cordoned off for child use only.

If performers under the age of 16 are receiving payment, a performance licence application should be submitted to the relevant local authority.

If no payment is being made to the young people, if the young people are not taking time off school, and if the event is not being broadcast on radio or television A Body of Persons or other relevant exemption should be applied for all participants under the age of 16 no less than 21 days before the event. This must be completed by the project lead.

10. Attendance and Safeguarding

Movema recognises that whilst attendance to our activities is not mandatory, there are occasions when non-attendance by a participant (adult or child) would be a concern. This includes infrequent attendance and occasions where an individual suddenly stops attending without prior warning.

Changes in patterns of attendance can be an indicator of harm, therefore all should be noted and acted upon.

Movema will ensure that there are procedures in place for addressing non-attendance at sessions which will include contacting the parent, guardian, or carer of a child, at the earliest opportunity in order to clarify the reason for non-attendance. If the participant themselves is an adult, we will endeavour to contact them directly. If we are unable to speak with the individual, we will then telephone any emergency contacts held by Movema to seek clarification that the individual is safe and well.

This will be considered for each project, depending on the type of participant group, regularity, and nature of the sessions. The non-attendance will be discussed between the project lead and practitioners delivering the project, who will consult with the DSO as required.

If at any point we have concerns about the safety of the individual concerned, we will escalate accordingly with the relevant appropriate agencies e.g. the police.

(See **Appendices 6, 7 and 8** for flow charts for different settings of managing & escalating safeguarding concerns).

11. Proactive Safeguarding

Movema recognises that we play a significant part in the prevention of harm to our children, young people and adults at risk by providing them with opportunities, good lines of communication with trusted adults, supportive peers and an ethos of protection.

Movema works in close partnership with organisations such as schools, community centres and service providers. We share and consider the best practice for each project and setting.

Movema recognise that we may provide some of the only stability in the lives of CYP and adults at risk who have been abused or who are at risk of harm.

We recognise that safeguarding incidents and/or behaviours can be associated with factors outside of our organisation or can occur between children, young people and adults outside the setting. All staff, but especially the DSO and project leads should consider the context within which such incidents or behaviours occur. This is known as contextual safeguarding, which means assessments of children, young people and adults should consider whether

wider environmental factors are present in an individual's life that are a threat to their safety and/or welfare.

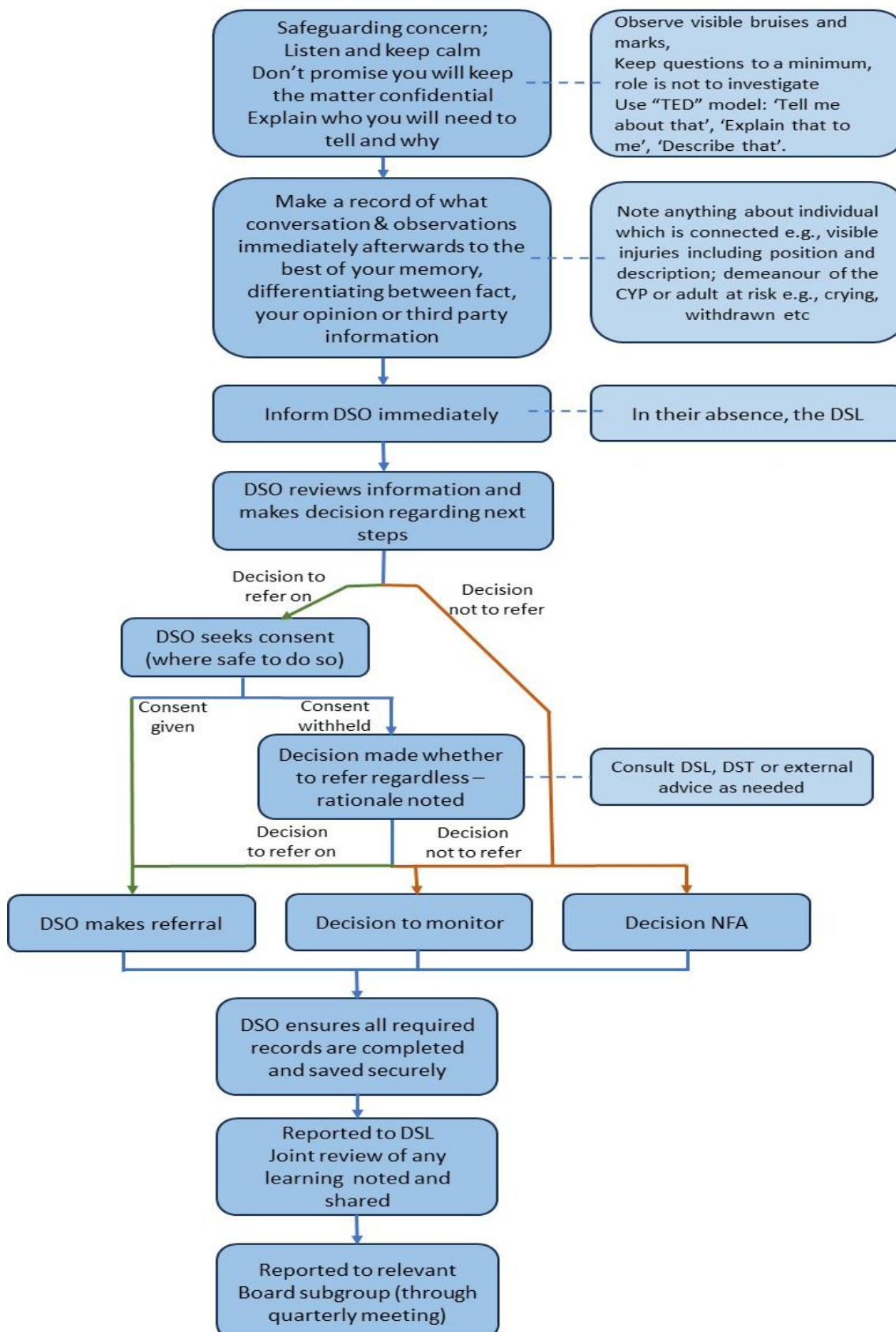
Movema will work with project partners to:

- Establish and maintain an ethos where children, young people and adults at risk feel secure and are encouraged to talk and are always listened to. This ethos will be modelled and replicated by staff and trustees.
- Promote a caring, safe and positive environment.
- Ensure that the environment is a safe, secure and a welcoming place in which to be.
- Encourage self-esteem and self-assertiveness through all of our activities as well as through personal relationships, whilst not condoning aggression or bullying.
- Include regular consultation with children, young people and adults at risk e.g. through safety questionnaires, etc.
- Ensure that all children, young people and adults at risk know that there is an adult within the organisation whom they can approach if they are worried or in difficulty.
- Offer a positive experience.
- Ensure all staff are aware of guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks.

Safeguarding Procedures

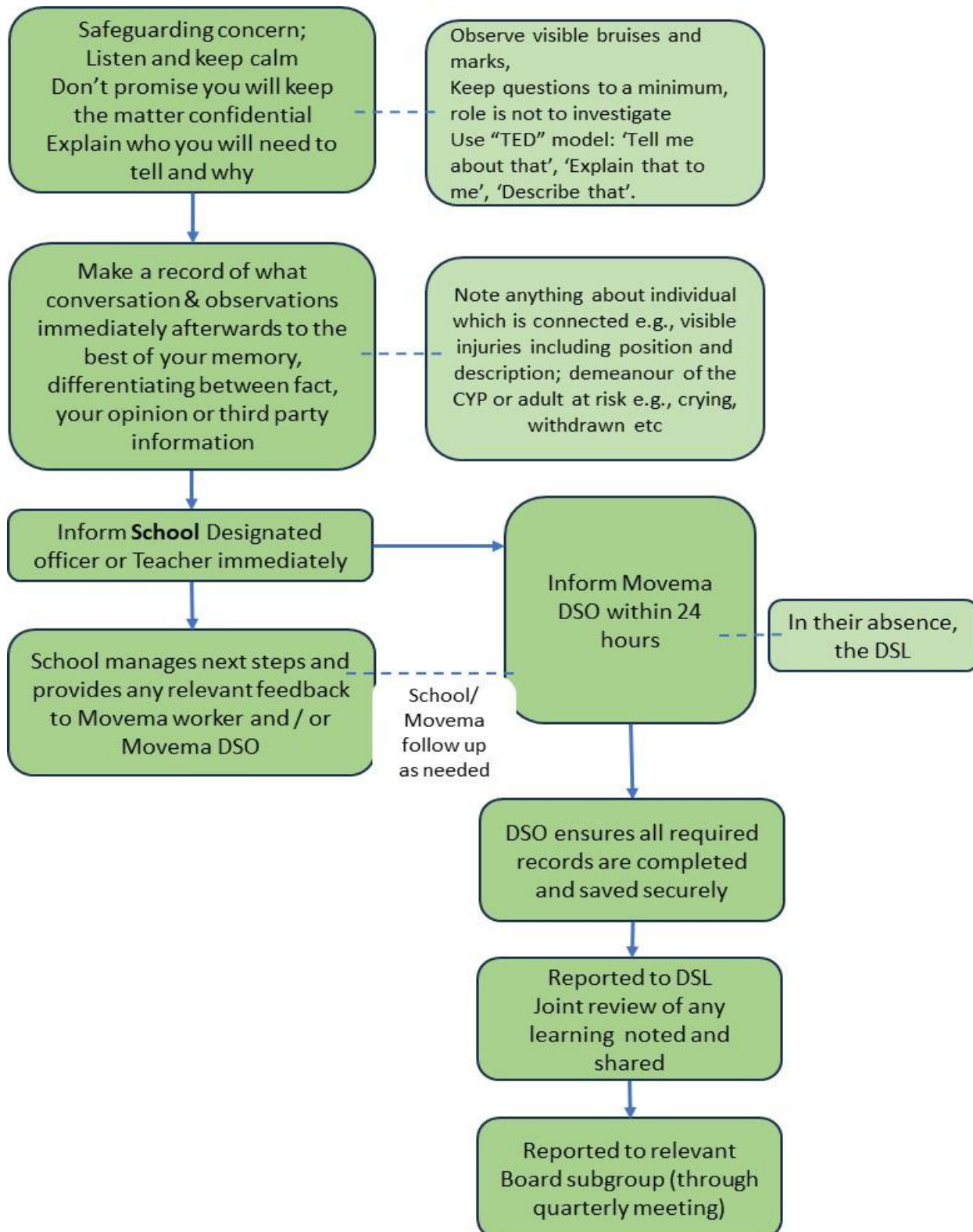
(please request the FULL Version of the Safeguarding Policy and Procedures if more information is required)

1. Flowchart for Safeguarding Concerns (Movema lead)



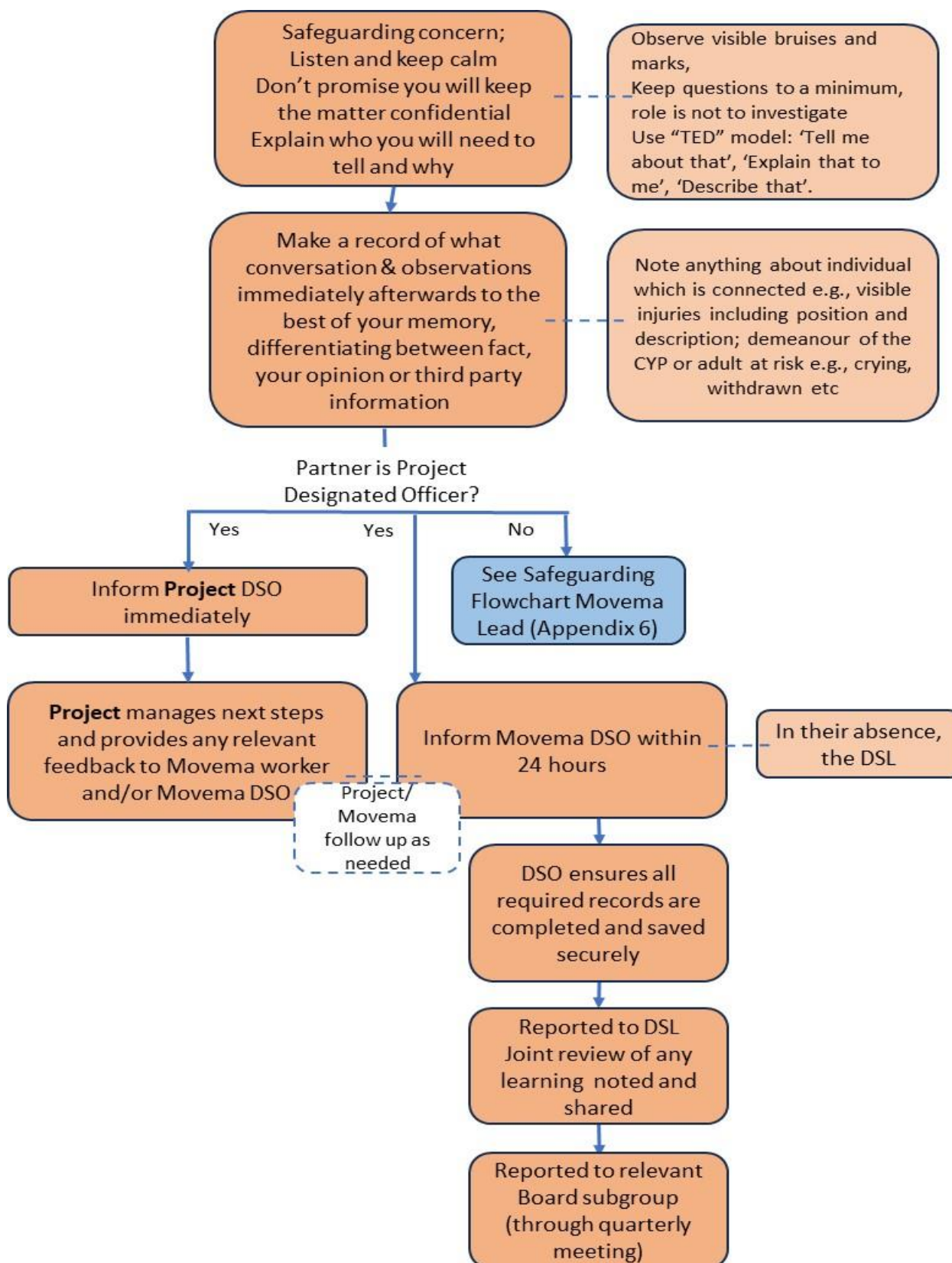
2. Flowchart for Safeguarding Concerns (working in schools)

When working in schools, if there is a concern or a disclosure is made to a member of Movema staff, they should consult the Designated Officer at the school who will follow-up and escalate as appropriate. The Movema staff member should also inform the Movema project manager or DSO that a disclosure has been made, they will then contact the school.



3. Flowchart for Safeguarding Concerns (Partnership working)

When working in partnership for example in an arts centre, community centre or public event, the Safeguarding roles will be defined at the start of the project. If the Movema staff is unsure they should urgently contact the Movema project manager or senior staff.



4. Useful Links and Resources

Department of Education	Working Together to Safeguard Children 2023	https://assets.publishing.service.gov.uk/media/65cb4349a7ded0000c79e4e1/Working_together_to_safeguard_children_2023_-_statutory_guidance.pdf
Department of Education	Keeping Children Safe in Education 2023	https://assets.publishing.service.gov.uk/media/64f0a68ea78c5f000dc6f3b2/Keeping_children_safe_in_education_2023.pdf
Liverpool Safeguarding Children's Partnership	Responding to Levels of Need Framework 2023	https://liverpoolscp.org.uk/assets/1/levels_of_need_08_feb_2023_v2.pdf
Bristol Safeguarding Children Board	Keeping Bristol Safe Partnership (KBSP). Policies and Guidance	https://bristolsafeguarding.org/policies-and-guidance/
Stop It Now	Helping Prevent Child Sexual Abuse	https://www.stopitnow.org.uk/
NSPCC Learning	Training and resources to help you protect children from abuse and neglect	https://learning.nspcc.org.uk/
NSPCC Online Safety	E-learning course by the NSPCC in association with CEOP, the child protection unit of the National Crime Agency.	https://learning.nspcc.org.uk/training/online-safety
OTR (Off The Record)	OTR is a mental health social movement by and for young people aged 11-25 living in Bristol and South Gloucestershire.	https://www.otrbristol.org.uk/
Free online Course Safeguarding in Sport and Physical Activity	One Dance UK, Safer Dance and High-Speed Training. Developed with footballer Paul Stewart	https://www.onedanceuk.org/news/one-dance-uk-safer-dance-and-high-speed-training



“We’ve seen people dancing next to each other, connecting. There’s non-verbal communication such as smiling and eye contact. Participants who didn’t know each other are now talking to each other”

Project support staff