

# CHILD PROTECTION POLICY

DOVER STAGE FESTIVAL IS COMMITTED TO CREATING A SAFE AND SUPPORTIVE ENVIRONMENT FOR ALL CHILDREN AND YOUNG PEOPLE PARTICIPATING IN OUR DANCE COMPETITION. WE RECOGNIZE OUR RESPONSIBILITY TO SAFEGUARD THE WELFARE OF ALL CHILDREN AND YOUNG PEOPLE ENTRUSTED TO OUR CARE. THIS POLICY OUTLINES OUR COMMITMENT TO PROMOTING THEIR WELFARE AND PROTECTING THEM FROM HARM.

## 1. PURPOSE

THE PURPOSE OF THIS CHILD PROTECTION POLICY IS TO:

SAFEGUARD CHILDREN AND YOUNG PEOPLE PARTICIPATING IN DOVER STAGE FESTIVAL ACTIVITIES.

PROVIDE GUIDANCE AND PROCEDURES TO PREVENT AND RESPOND TO CONCERNS REGARDING THE WELFARE AND SAFETY OF CHILDREN AND YOUNG PEOPLE.

PROMOTE A CULTURE OF VIGILANCE, OPENNESS, AND TRANSPARENCY REGARDING CHILD PROTECTION MATTERS.

## 2. SCOPE

THIS POLICY APPLIES TO ALL INDIVIDUALS INVOLVED IN DOVER STAGE FESTIVAL, INCLUDING BUT NOT LIMITED TO:

ORGANIZERS

STAFF

VOLUNTEERS

JUDGES

PARTICIPANTS (CHILDREN AND YOUNG PEOPLE)

PARENTS OR GUARDIANS

## 3. KEY PRINCIPLES

DOVER STAGE FESTIVAL ADHERES TO THE FOLLOWING KEY PRINCIPLES:

THE WELFARE OF THE CHILD IS PARAMOUNT.

ALL CHILDREN, REGARDLESS OF AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION OR BELIEF, SEX, OR SEXUAL ORIENTATION, HAVE THE RIGHT TO PROTECTION FROM HARM.

ALL SUSPICIONS, CONCERNS, AND ALLEGATIONS OF HARM WILL BE TAKEN SERIOUSLY AND RESPONDED TO PROMPTLY AND APPROPRIATELY. ALL INDIVIDUALS INVOLVED IN DOVER STAGE FESTIVAL HAVE A RESPONSIBILITY TO REPORT ANY CONCERNS ABOUT THE WELFARE OR SAFETY OF A CHILD OR YOUNG PERSON.

## 4. CODE OF CONDUCT

ALL INDIVIDUALS INVOLVED IN DOVER STAGE FESTIVAL MUST ADHERE TO THE ORGANIZATION'S CODE OF CONDUCT, WHICH OUTLINES APPROPRIATE BEHAVIOR AND INTERACTIONS WITH CHILDREN AND YOUNG PEOPLE.

ADULTS SHOULD MAINTAIN APPROPRIATE AND PROFESSIONAL BOUNDARIES WITH CHILDREN AND YOUNG PEOPLE AT ALL TIMES.

PHYSICAL CONTACT WITH CHILDREN AND YOUNG PEOPLE SHOULD BE MINIMAL AND APPROPRIATE TO THE ACTIVITY.

## 5. RECRUITMENT AND TRAINING

ALL STAFF, VOLUNTEERS, AND OTHER INDIVIDUALS WORKING WITH CHILDREN AND YOUNG PEOPLE MUST UNDERGO APPROPRIATE RECRUITMENT PROCEDURES, INCLUDING BACKGROUND CHECKS WHERE APPLICABLE.

RELEVANT STAFF AND VOLUNTEERS WILL RECEIVE TRAINING ON CHILD PROTECTION POLICIES, PROCEDURES, AND THEIR RESPONSIBILITIES.

## 6. REPORTING PROCEDURES

ANY CONCERNS, SUSPICIONS, OR ALLEGATIONS OF HARM OR ABUSE MUST BE REPORTED IMMEDIATELY TO THE DESIGNATED CHILD PROTECTION OFFICER(S).

REPORTS CAN BE MADE CONFIDENTIALLY AND ANONYMOUSLY IF PREFERRED.

THE CHILD PROTECTION OFFICER(S) WILL FOLLOW ESTABLISHED PROCEDURES FOR RESPONDING TO AND MANAGING CONCERNS, INCLUDING REPORTING TO THE APPROPRIATE AUTHORITIES WHERE NECESSARY.

## 7. CONFIDENTIALITY

INFORMATION REGARDING CONCERNS, SUSPICIONS, OR ALLEGATIONS OF HARM OR ABUSE WILL BE HANDLED CONFIDENTIALLY AND SHARED ONLY WITH INDIVIDUALS ON A NEED-TO-KNOW BASIS.

CONFIDENTIALITY WILL BE RESPECTED AT ALL TIMES, EXCEPT WHERE DISCLOSURE IS NECESSARY TO PROTECT A CHILD OR YOUNG PERSON FROM HARM.

## 8. REVIEW AND MONITORING

THIS POLICY WILL BE REVIEWED REGULARLY TO ENSURE IT REMAINS UP-TO-DATE AND EFFECTIVE.

ANY INCIDENTS, CONCERNS, OR CHANGES IN LEGISLATION OR BEST PRACTICE WILL BE CONSIDERED IN THE REVIEW PROCESS.

## 9. COMMUNICATION

THIS CHILD PROTECTION POLICY WILL BE COMMUNICATED TO ALL STAFF, VOLUNTEERS, PARTICIPANTS, AND PARENTS/GUARDIANS ASSOCIATED WITH DOVER STAGE FESTIVAL.

INFORMATION REGARDING CHILD PROTECTION PROCEDURES AND REPORTING MECHANISMS WILL BE READILY AVAILABLE AND ACCESSIBLE TO ALL STAKEHOLDERS.

## 10. IMPLEMENTATION

THE EFFECTIVE IMPLEMENTATION OF THIS POLICY IS THE RESPONSIBILITY OF ALL INDIVIDUALS INVOLVED IN DOVER STAGE FESTIVAL.

ANY BREACHES OF THIS POLICY WILL BE TAKEN SERIOUSLY AND MAY RESULT IN DISCIPLINARY ACTION, INCLUDING TERMINATION OF INVOLVEMENT WITH THE ORGANIZATION.

## CONCLUSION

DOVER STAGE FESTIVAL IS COMMITTED TO PROVIDING A SAFE AND SUPPORTIVE ENVIRONMENT FOR ALL CHILDREN AND YOUNG PEOPLE PARTICIPATING IN OUR ACTIVITIES. THIS CHILD PROTECTION POLICY REFLECTS OUR DEDICATION TO SAFEGUARDING THEIR WELFARE AND ENSURING THEIR PROTECTION FROM HARM. WE ENCOURAGE OPEN COMMUNICATION AND COOPERATION FROM ALL STAKEHOLDERS IN UPHOLDING THESE PRINCIPLES AND PROCEDURES.

DATE LAST REVIEWED: 12/04/2024

BY: SAMANTHA HOOPER