

**The Independent Schools Association (ISA)** values the diversity of our schools, which cover the complete age range and vary in size and nature, from charitable trusts to proprietorial schools, early years to senior, boarding and day schools, all-through schools, co-educational and single gender, and specialist schools and colleges in the arts, special needs and music. We exist to serve all of our schools so that they can enhance the educational experience of all pupils in their care and ensure that their pupils go on to enjoy success and lead fulfilling lives.

**The purpose of this policy statement is:**

- to protect from harm children and young people who receive services from ISA. 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 ISA, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students. It is expected that schools take full responsibility for the students in their care at all ISA events and that those working on behalf of ISA will not be unsupervised with students.

**The ISA** acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects best practice, statutory responsibilities and government guidance.

This policy has regard to the following guidance and advice:

- a) [Keeping children safe in education](#) (DfE, September 2022) (KCSIE).
- b) [Working together to safeguard children](#) (HM Government, July 2022).
- c) [NSPCC Child Protection in Sport Unit | CPSU](#) (2022)
- d) [Safeguarding in the performing arts | NSPCC Learning](#) (2019)

This policy should be read alongside **ISA's** [Code of Conduct for Sport](#) and the **ISA's** [Code of Conduct for Arts](#).

**The ISA** believes that:

- the welfare and interests of children are paramount in all circumstances
- 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

**The ISA** recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- 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 and that extra safeguards may be needed to keep

children who are additionally vulnerable safe from abuse

**The ISA** aims to ensure that all children:

- have a positive and enjoyable experience of an **ISA** event in a safe and child centered environment.
- are protected from abuse whilst participating in an **ISA** event

**The ISA** will seek to keep children and young people safe by:

- valuing, listening to and respecting them
- promoting and prioritising the safety and wellbeing of children and young people
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff understand their roles and responsibilities in respect of safeguarding and are provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensuring robust safeguarding arrangements and procedures are in operation at ISA events and provide support to the individual(s) who raise or disclose the concern
- raising any cause for concern with the school's DSL, in accordance with the school's safeguarding policy and procedures
- informing the police directly if a crime is alleged and it is appropriate to do so. Guidance will then be given by the Police with regards to the next course of action
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- 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: [Guide to Data Protection | ICO](#))
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we use venues that provide a safe physical environment for children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- supporting a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

If concerns are about an incident occurring at an ISA event or about a member of the event staff, please also contact the DSL for the **ISA** directly [here](#).

The policy and procedures will be widely promoted and are mandatory for everyone involved in the running of an **ISA** event. Failure to comply with the policy and procedures will be addressed without delay.

### **Monitoring**

The policy will be reviewed at least every three years.

(Last reviewed September 2022)