

Safeguarding and Child Protection Policy for Performia Academy

Date of Effect:

September 2026

Next Review Date:

January 2027

1. Introduction

Performia Academy is committed to safeguarding and promoting the welfare of all children and young people. This policy outlines our commitment to protecting students from harm, abuse, and neglect, and applies to all members of staff, volunteers, and stakeholders.

This policy is a general version intended to guide our practices and will be reviewed in January to incorporate insights from our ongoing activities with students.

2. Legal Framework

This policy is aligned with the following UK legislation:

- Children Act 1989/2004
- Education Act 2002
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education 2022
- Safeguarding Vulnerable Groups Act 2006

3. Identifying Abuse

Definitions of abuse include:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

All staff must be trained to recognize signs of abuse and respond appropriately.

4. Reporting Procedures

- **Any concerns** should be reported to the Designated Safeguarding Lead (DSL) immediately. You can request a callback from the DSL at dsl@performiaacademy.com.
- **Follow-Up Actions:** The DSL will initiate appropriate safeguarding procedures as required.

5. Feedback Mechanism

We welcome feedback from all stakeholders to ensure this policy best meets our community's needs. Please send any input to dsl@performiaacademy.com

6. Staff Training and Awareness

All staff and volunteers will participate in annual safeguarding training sessions, with additional resources provided throughout the year to ensure ongoing awareness and compliance.

7. Review Cycle

This policy will be reviewed annually and immediately following any serious incidents or changes to legislation. The January review will incorporate stakeholder feedback to improve the policy continuously.

8. Conclusion

Performia prioritizes the welfare of children within our care. We are dedicated to creating a safe and nurturing environment for all students and staff, ensuring transparency, accountability, and continual improvement in safeguarding practices.

Note: This interim policy is subject to change based on the findings of the January review. Thank you for your cooperation in keeping our children safe.