



The Academy of Excellence in Music

www.axmusic.co.uk

A Child Protection Policy Statement

This policy statement reflects the principles contained within the United Nations Convention on the Rights of the Child, ratified by the UK Government in 1991 and takes account of the European Convention of Human Rights, in particular Articles 6 and 8. It further takes account of other relevant legislation at the time of publication, but is particularly informed by the requirements of the Children Act 1989 and the Children Act 2004, which provide a comprehensive framework for the care and protection of children. We all share responsibility for safeguarding and promoting the welfare of children and young people, whether as a parent or family member, a friend or neighbour, an employer or as a paid or volunteer worker. All members of the community can help to safeguard and promote the welfare of children and young people and should act to do so if they have concerns about a child's welfare.

AXMusic is a Community Interest Company based in Merthyr Tydfil, South Wales. Our aim is to raise the profile of the modern musician in education and performance. It's core is to provide tutoring for teachers and students in a range of modern instruments and music technology to motivate players at all levels through the provision of goals and the measurement of progress.

AXMusic acknowledges it has a responsibility for the safety of children undertaking it's examinations or otherwise under its temporary care. It also recognises that good child protection policies and procedures are of benefit to everyone involved with AXMusic's work, including staff, as they can help protect them from erroneous or malicious allegations.

AXMusic is committed to practices which protect children from harm. For the purpose of this policy, AXMusic's staff include not only its full-time employees but the examiners, Honorary Local Representatives (HLRs) and Stewards. All Staff who have unsupervised access to or contact with children are required to:

- Recognise and accept their responsibilities;
- Develop awareness of the issues which can cause children harm; and report concerns following the procedures below.

AXMusic will endeavor to safeguard children by:

- a) Adopting child protection procedures and a code of practice for all who work on behalf of the organisation.
- b) Reporting concerns to the authorities.
- c) Following carefully procedures for recruitment and selection of staff, examiners and volunteers.
- d) Providing effective management for staff, examiners and volunteers through support and training.

AXMusic is also committed to reviewing its Child Protection Policy and Code of Practice at regular intervals.

It is AXMusic's policy that:

1. All staff working on behalf of AXMusic accept responsibility for the welfare of children who come into contact with AXMusic in connection with its tasks and functions, and that they will report any concerns about a child or somebody else's behaviour, using the procedures laid down.
2. There are designated child protection person(s) within AXMusic who will take action following any expression of concern and the lines of responsibility in respect of child protection are clear.
3. Designated child protection person(s) know how to make appropriate referrals to child protection agencies.
4. All those who are involved with children on behalf of AXMusic should adhere to the Code of Practice in relation to children.
5. Information relating to any allegation or disclosure will be clearly recorded as soon as possible, and there is a procedure setting out who should record information and the time-scales for passing it on.
6. The Children Act 1989 states that the "welfare of the child is paramount". This means that considerations of confidentiality which might apply to other situations should not be allowed to over-ride the right of children to be protected from harm. However, every effort should be made to ensure that confidentiality is maintained for all concerned when an allegation has been made and is being investigated, see appendix C (4)
7. AXMusic's policy on duty of care to children will be referred to or included in recruitment, training, moderation and policy materials where appropriate, and the policies are openly and widely available to staff and actively promoted within the organisation.
8. A culture of mutual respect between children and those who represent AXMusic in all its activities will be encouraged, with adults modeling good practice in this context.
9. All staff, examiners, volunteers and anyone in paid or unpaid work on behalf of AXMusic with unsupervised access to children will be checked appropriately. For examiners this will happen every time moderation takes place.
10. It is part of AXMusic's acceptance of its responsibility of duty of care towards children that anybody who encounters child protection concerns in the context of their work on behalf of AXMusic will be supported when they report their concerns in good faith.

Board of Directors

Name	Signature	Date
Rolf Brown		
Clark Ellis		
Anne Cleaton		
Phillip Harris		
Viv Lock		
Tony Phillips		
Mark Anderton		

Date of Review: November 2011