



JTB STUDIOS

.co.uk

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JTB Studios Ltd - CODE OF CONDUCT

Relationships with Parents

JTB Studios Ltd wishes to preserve its good relationships with the parents of the young people associated with it, both as service users and volunteers. However, the first principle on which JTB's work is based is that the welfare of the young person is paramount. Consequently, JTB will consult and confer with parents of the young person involved in a safeguarding matter openly and honestly, except in circumstances where the young person's welfare may be harmed by doing so.

At JTB Studios Ltd we can occasionally engage parents or members of the public to support our live events set-up and operation. For example, setting up live events, live sound staff etc. Where this is the case, we ensure that these outside parties are never the sole responsible adult present with our students, in order to ensure appropriate safeguards can be met, and our child protection procedures can be followed.

Conduct and good order

All staff are responsible for maintaining high standards of behaviour when engaged in JTB's provision of services and are encouraged to raise their own concerns of others' inappropriate behaviour with any of the JTB Staff members.

Any person attending the studio directly or any event arranged by, or involving the students of JTB Studios are to be considered as ambassadors of JTB Studios. Therefore any level of aggressive, abusive, bullying or otherwise inappropriate, disruptive or antagonistic behaviour, including, but not restricted to, inappropriate language, will be asked to vacate the premises or external location for the purposes of protecting the good order and necessary safeguarding of the people who are under the care of JTB Studios and relative staff. This is not negotiable.

Extra Familial Harms

JTB Studios Ltd operates across multi sites when live performances are held. We understand the importance of keeping up-to-date with safeguarding issues experienced within each of the localities we work in.

When assessing the needs of our learners, we take into account their social circle out of school and the potential issues they face after hours. Where they live in areas of high concern, we liaise closely with parents/carers and try to ensure that our PSHE curriculum targets these issues. In addition, we liaise closely with other agencies when we are concerned about out of hours activities.

Guidance information for allegations made against a member of staff or volunteer

JTB Studios Ltd takes the poor practice of any member of staff or other professional very seriously. The welfare of the child is paramount and all concerns about a child's welfare brought about by the behaviour of colleagues should be reported.

Any concern regarding a member of staff at JTB Studios Ltd, or professional working with learners registered at the school must be directly referred to the Designated Safeguarding Lead (James Barrows) without exception.

Supervision of Young People

The young people in JTB Studios Ltd care will be properly supervised at all times and JTB will ensure that there is an appropriate level of male and female staff cover if working with a mixed gender group.

JTB Studios considers the lack of supervision of young people a serious conduct issue and will follow the relevant disciplinary procedures where required. The safety of our students is paramount and comes before any other concern.