

Safe School

De Zuiderlingen

Introduction

The Zuiderlingen Theatre School aims to provide an environment in which everyone feels safe, respected, and welcome. We believe it is important that students, teachers, volunteers, management members, board members, parents, and guardians can develop, collaborate, and express themselves creatively in a positive atmosphere. Social safety is a shared responsibility.

The Zuiderlingen Theatre School does not accept any form of bullying, discrimination, intimidation, aggression, violence, sexually inappropriate behavior, or any other undesirable behavior.

1. Our Principles

Within The Zuiderlingen Theatre School:

- we treat each other with respect;
- we provide a safe and inclusive environment;
- we respect each other's boundaries;
- we address undesirable behavior when it occurs;
- we take reports and signals seriously;
- we act carefully and professionally;
- the safety of students always comes first.

2. Social Safety

Everyone involved with The Zuiderlingen Theatre School has the right to a safe learning and working environment.

By undesirable behavior, we mean, among other things:

- bullying;
- discrimination;
- exclusion;
- intimidation;
- aggression;
- violence;
- abuse of power;
- sexually inappropriate behavior;
- online inappropriate behavior;

- any other behavior that causes someone to feel unsafe.

All those involved are expected to contribute to a positive and respectful atmosphere.]

3. Roles and Responsibilities

Board and Management

The board and management:

- are responsible for maintaining a safe organization;
- take reports seriously;
- promote an open and respectful culture;
- ensure appropriate procedures and policies are in place;
- take action when boundaries are crossed;
- monitor compliance with codes of conduct;
- ensure that teachers possess a valid Certificate of Conduct (VOG).

Teachers

Teachers:

- create a safe learning environment;
- are aware of their role-model function;
- respect physical, emotional, and personal boundaries;
- handle confidential information carefully;
- identify concerning situations;
- report safety risks to management;
- act in accordance with the applicable protocols.

Teachers refrain from:

- discrimination;
- intimidation;
- humiliation;
- abuse of power;
- physically or verbally inappropriate behavior;
- sexual advances toward minor students.

No sexual relationship or sexual contact between a teacher and a minor student is permitted under any circumstances.

4. Dealing with Concerning Situations

When a teacher notices that:

- a student is hindering themselves or others;
- there is a disrupted group dynamic;
- an unsafe situation is developing;

- a student is experiencing serious difficulties;

action is taken in accordance with the document:

Dealing with Group Dynamics and Concerning Situations.

Within that procedure, signals and concerns are discussed with management, and an appropriate approach is determined jointly.

5. Confidential Adviser

The Zuiderlingen Theatre School has a confidential adviser.

The confidential adviser is an independent point of contact for students, parents/guardians, teachers, volunteers, and other involved parties who:

- experience undesirable behavior;
- feel unsafe;
- require confidential support;
- have questions about possible next steps.

The confidential adviser acts in accordance with the:

Confidential Adviser Protocol - The Zuiderlingen Theatre School.

When a report concerns lessons, group dynamics, safety, or other matters that fall within the theatre school's responsibilities, the confidential adviser may involve management in the situation in accordance with the Confidential Adviser Protocol and the organization's internal procedures.

6. Domestic Violence and Child Abuse Reporting Code

The Zuiderlingen Theatre School works with minors.

In cases involving signs of:

- domestic violence;
- child abuse;
- neglect;
- serious safety concerns;
- other forms of developmental endangerment;

action is taken in accordance with the Domestic Violence and Child Abuse Reporting Code and the applicable legal obligations.

The safety of the child always comes first.

7. Sexually Inappropriate Behavior

Reports or suspicions of sexually inappropriate behavior are always taken seriously.

In cases of suspected sexual abuse, sexual harassment, or other serious sexual boundary violations, immediate action is taken in accordance with applicable laws and regulations and the internal procedures of The Zuiderlingen Theatre School.

The protection of minors is the highest priority.

8. Privacy and Confidentiality

Personal data and confidential information are handled with care.

The Zuiderlingen Theatre School processes personal data in accordance with the General Data Protection Regulation (GDPR) and the organization's privacy policy.

Information is shared only:

- with the consent of those involved;
- when necessary for the safety of those involved;
- when necessary for carrying out our work;
- when required by law.

9. Recruitment and Selection of Teachers

To ensure a safe learning environment, The Zuiderlingen Theatre School applies a careful recruitment policy.

New teachers complete at least:

- an introductory or job interview;
- a reference check, where relevant;
- a suitability assessment for the position;
- an application for a valid Certificate of Conduct (VOG);
- familiarization with the applicable protocols, codes of conduct, and safety agreements.

10. Accessibility

The Zuiderlingen Theatre School believes it is important that arts education is accessible to everyone.

Families requiring financial support may make use of facilities such as:

- Youth Fund for Sport & Culture;
- Leergeld Foundation;
- other available support schemes.

Where necessary, The Zuiderlingen Theatre School will assist in finding the appropriate route to these provisions.

Final Provision

Everyone involved with The Zuiderlingen Theatre School contributes to a safe, respectful, and positive environment.

When situations arise that are not covered by this document, the board and management will act in the spirit of this policy, applicable laws and regulations, and the interests of the safety of all those involved.

Adopted by the Board of The Zuiderlingen Theatre School on 5 October 2026