

# **DYNAMIC DANCE STUDIO**

## **CHILD PROTECTION/SAFEGUARDING POLICY**

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Dynamic Dance Studio believes that:

- The welfare of children is vital.
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff (paid/voluntary) working in dance have a responsibility to report any concerns to the principal, Lorna.

The dance school has a duty of care to safeguard all children involved in dance from harm. All children have a right to protection and the needs of disabled children and others who may be particularly vulnerable must be taken into account. The dance school will ensure the safety and protection of all children involved in dance through adherence to the Child Protection guidelines. A child is defined as under 18, The Children Act 1989.

### **POLICY AIMS**

The aim of Dynamic Dance Studio Child Protection Policy is to promote good practice:

- Providing children and young people with appropriate safety and protection whilst in the care of the studio.
- Allow all staff/volunteers to make informed and confident responses to specific child protection issues.

### **PROMOTING GOOD PRACTICE**

Dynamic Dance Studio will encourage the following:

- Always working in an open environment (e.g. avoid private or unobserved situations and encouraging an open environment i.e. no secrets).
- Treating all young people & adults equally, and with respect and dignity.
- Always putting the welfare of each young person first, before winning or achieving goals.
- Maintaining a safe and appropriate distance with dancers (e.g. it is not appropriate to have an intimate relationship with a child).
- Building balanced relationships based on mutual trust which empowers children to share in the decision making process.
- Making dance fun, enjoyable and promoting fair play.

- Physical contact in a dance class is sometimes required to correct the posture or position of a student. Teaching dance is a physical activity and a teacher will sometimes need to make physical contact with a student to help or to correct the student's position. This can include: lifting, adjusting arms, legs, rib cage, hips, feet, hands, moving one student in relation to another and help with stretching.  
Where contact is needed, we will remain sensitive to the student's wishes and put their welfare first. In all cases, we will say why and how we will be correcting the student's position before making any contact. We encourage students to report any concerns.
- Keeping up to date with the technical skills, qualifications and insurance in dance.
- Involving parents/guardians wherever possible (e.g. for the responsibility of their children in the changing rooms). If groups have to be supervised in the changing rooms, always ensure parents/guardians/teachers/coaches/officials work in pairs.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Keeping a written record of any injury that occurs, along with the details of any treatment given.
- Requesting written parental/guardian consent if dance centre officials are required to transport young people in their cars.

#### **PRACTICE NOT ACCEPTABLE: YOU SHOULD NEVER:**

- Engage in rough, physical or sexually provocative games.
- Share a room with a child.
- Allow or engage in any form of inappropriate touching.
- Allow children to use inappropriate language.
- Make sexually suggestive comments to a child.
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature for children that they can do for themselves.

#### **GUIDELINES FOR USE OF PHOTOGRAPHY & FILMING**

It is common for teachers, parents/guardians and students to take images (in the form of photographs and film) at classes and events. However there may be times when it is not appropriate for images to be taken. These can include: while students are getting changed or are in their designated changing rooms where the image may be shared publicly on social media. When students are in large groups and permission has not been sought from all those included in the image.

We recognise that taking images of students in our care may not always be appropriate and that some parents/guardians/students may not want images taken at any time.

When joining Dynamic Dance Studio you will be required to fill out a registration form and to state whether you give consent or not for Dynamic Dance Studio to share images and videos to social media platforms. Parents/guardians/students may withdraw their permission at any time. In such cases, the images will be removed as

soon as is reasonable and without question.

Parents/guardians/students are not allowed to record or take photographs during classes or performances without the consent of the teacher.

## **RECRUITMENT AND SELECTING STAFF AND VOLUNTEERS**

Dynamic Dance Studio recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure that unsuitable people are prevented from working with children. When undertaking pre selection checks the following should be included:

- Consent should be obtained from an applicant to seek information from the Criminal Records Bureau (DBS CHECK).
- Two confidential references, including one regarding previous work with children. These references must be taken up and confirmed through telephone contact.
- Evidence of identity (passport or driving licence with photo).

## **RESPONDING TO SUSPICIONS OR ALLEGATIONS**

It is not the responsibility of anyone working in the Dance Studio in a paid or unpaid capacity to take responsibility or to decide whether or not child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities. Dynamic Dance Studio will assure all staff/volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague/volunteer is or may be abusing a child. When there is a complaint against a member of staff there may be three types of investigation:

- A criminal investigation.
- A child protection investigation.
- A disciplinary or misconduct investigation.

The results of the police and child protection investigation may well influence the disciplinary investigation.

## **SUSPECTED ABUSE**

Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to the principal who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.

Action to help the victim and prevent bullying in dance:

- Take all signs of bullying very seriously.
- Encourage all children to speak and share their concerns.

- Help the victim to speak out and tell the person in charge or someone of authority.
- Create an open environment.
- Investigate all allegations and take action to ensure the victim is safe.
- Speak with the victim and the bully/ies separately.
- Reassure the victim that you can be trusted and will help them, although you cannot promise to tell no one else.
- Keep records of what is said (what happened by whom, when etc).
- Report any concerns to the Principal.

Action towards bullies:

- Talk with the bully/ies explain the situation and try to get the bully/ies to understand the consequences of their behaviour.
- Seek an apology to the victim/s.
- Inform the bully's parents.
- Provide support for the teacher of the victim.
- Impose sanctions as necessary.
- Encourage and support the bully/ies to change behaviour.
- Hold meetings with the families to report on progress.
- Inform all appropriate members of the action taken.

## **CONCERNS**

If you have any concerns about the safeguarding of another person or yourself, please follow the guidance below....

- > Take the matter seriously
- > Act on your concerns
- > Tell a Designated Safeguarding Lead
- > Do not promise confidentiality
- > Do not talk about the incident to others.


Our **Designated Safeguarding Leads** are:

Lorna Digger  
Senior Designated Safeguarding Lead  
Email: lorna@dynamicdancestudio.co.uk  
Tel: 07702309489

Katie Lister  
Designated Safeguarding Lead  
Email: katie.lister@me.com  
Tel: 07708710390

Charlotte Martin  
Designated Safeguarding Lead  
Email: charlottesmartin150206@gmail.com  
Tel: 07984535177

Print Name: Lorna Digger (DBO: Dynamic Dance Studio)

Signed: 

Date: 06/06/24