

Safeguarding Children and Child Protection Policy

We will make sure this policy is accessible to all staff, parents and students, where appropriate, and will make sure that all teachers / staff members can understand this policy by:

- a) Having training days
- b) Discussing it in staff meetings and
- c) All staff and volunteers at the Dance in Motion Academy must adhere to this policy and must understand their duties and responsibilities regarding safeguarding.
- d) A copy of this policy will always be available on our school website.
- e) All staff and volunteers have a strict duty never to subject a child to any form of harm or abuse.
- f) Failure to adhere to these procedures will be treated as gross misconduct.

Our Responsibility

At the Dance in Motion Academy, we recognise we have a responsibility to protect and safeguard the welfare of all children and young people we work with and have an explicit duty to do so under the Children Act 1989 and 2004 and the Education Act 2002 (England).

At the Dance in Motion Academy, we believe that the welfare of the child is of paramount importance. That no child should be treated any less favourably than others in accessing services that meet their needs and that all children without exception have the right to protection from abuse regardless of their gender, ethnicity, disability, sexuality or beliefs.

A 'child' is anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently, in further education, or working does not change his/ her entitlement to services or protection as a child. Our guidelines apply to all children and young people until their 18th birthday.

Safeguarding and promoting the welfare of children and young people means:

Protecting children from maltreatment, preventing impairment of a child's health or development, ensuring that children are growing up with the

provision of safe and effective care and taking action to ensure that children have the best life chances.

At the Dance in Motion Academy we will do this by:

- Identifying and responding to concerns about a child or young person
- Providing a safe and happy dance environment
- Having a health and safety policy and risk assessments
- Thinking about equality and diversity and representation and support in your school
- Using safer recruitment strategies such as all staff having DBS check and references before they join our team.

At the Dance in Motion Academy all concerns and allegations of abuse will be taken seriously. It is the responsibility of all staff and volunteers to take steps to protect children, to keep them safe from hazards and to take appropriate action in the event of an accident. It is the responsibility of all staff and volunteers to take reasonable steps to protect children and young people from harm and abuse, while in contact with our school and our staff and to report any incident of or suspicion of abuse to the Designated Safeguarding Person. Or in their absence directly to the appropriate statutory authority.

Designated Safeguarding Lead

At the Dance in Motion Academy our designated safeguarding lead is Debbie Hinton

All teachers hold a minimum of Level 2 Safeguarding Certifications

Managing Injury

If a child has a physical injury and there are concerns about abuse attention should be sought for the injury first, then procedures for referring to children's social care should then be followed. Contacting the emergency services for medical treatment must not be delayed for any reason.

Managing Recruitment

All individuals working at the Dance in Motion Academy who have contact with children and young people are required to hold a valid, clear DBS check. All staff and volunteers will be recruited in line with safer

recruitment guidance. No staff will be employed or able to volunteer if they are barred from working with children and in the event of an incident where a member of staff has to be dismissed (or chooses to leave) because they have harmed a child DBS will be notified.

Managing Allegation

If any member of staff or volunteer has concerns about the behaviour or conduct of another individual within the organisation the nature of the concern should be reported to Debbie Hinton

The member of staff who has a concern or to whom the allegation or concern is reported should not question the child or investigate further. Debbie Hinton will report the matter to the Local Authority Designated Officer (LADO).

If allegation or concern is raised about a member of staff, outside of work, this may still present a risk of harm to children for whom that member of staff is responsible and as such the general principles of this policy still apply.

Harm to Children Everybody working with children at the Dance in Motion Academy must be alert to the needs of children and the risk of harm.

All staff and volunteers are able to recognise and know how to act upon evidence that a child's health or development is being impaired or that a child is suffering or likely to suffer significant harm. At the Dance in Motion Academy we will make every effort to protect children from harm when they are visiting our setting/ attending our classes.

We Will Ensure:

Appropriate recruitment and selection procedures.

Provision of safeguarding training for all staff and volunteers.

Ensuring all staff and volunteers hold clear current DBS checks.

We will take all reasonable steps to ensure health safety and welfare for all those who access our organisation in accordance with our health and safety policy.

We will take all practicable steps to ensure that no one working with us or for us would put a child in a situation of unreasonable risk to their health and safety.

We will not harm or abuse children within our care and will take all reasonable steps to ensure no one working with us or around us within the community could harm or abuse a child in our care.

We will ensure good reporting to our DSP and onward to children's social care wherever we suspect harm and will foster an environment of good communication, transparency and trust.

All staff and volunteers have a strict duty to never subject a child or young person to any form of harm or abuse. Failure to adhere to these procedures will be treated as gross misconduct.

During the admissions process relevant contact and medical information shall be collected and access to emergency information will be available to teaching staff and volunteers at every session.

Where We Suspect Harm and Abuse

Every member of staff has a duty to be alert to the signs of harm and abuse.

Where they have concerns, these should be recorded carefully and accurately.

All concerns should be discussed with the Dance in Motion Academy's designated safeguarding lead (Debbie Hinton).

A decision shall then be made with the DPL regarding sharing this concern onward to children's social care or the police as required.

Where possible and only if it is safe to do so the teacher who has the concern or the DSP should let the parent / carer of that child know if they intend to raise that concern with children's social care and they should seek their permission to share information.

Policy written by Debbie Hinton/ Gemma Hinton, Designated Safeguarding Lead and Principal for the Dance in Motion Academy.