



Children & Adults at Risk Protection Policy

Statement of Commitment

Dynamicmotif Dance and Performing Arts Academy recognises its moral and statutory responsibility to safeguard and promote the welfare of all children, young people and adults at risk. We are fully committed to ensuring that safeguarding and child protection is central to everything we do.

We believe that every child and adult, regardless of age, culture, disability, gender, language, racial origin, religious belief, or sexual identity, has the right to protection from all forms of harm, abuse, neglect, and exploitation. We are committed to creating and maintaining an environment where all individuals feel safe, valued, and listened to.

Policy Aims

This policy aims to:

- Promote the welfare of children and adults at risk.
- Protect children and adults at risk from abuse and neglect.
- Ensure staff and volunteers understand their safeguarding responsibilities.
- Provide a clear framework for action when concerns are raised.
- Ensure a consistent and appropriate response to safeguarding concerns.

Designated Safeguarding Leads

The safeguarding leads at Dynamicmotif Dance and Performing Arts Academy are:

- Tom Nicholas, Vice Principal, Designated Safeguarding Lead (DSL) tom@dynamicmotif.co.uk
- Jackie Nicholas, Principal, Deputy Designated Safeguarding Lead (DDSL)
Telephone: 07740 069307

All safeguarding concerns must be reported directly to the DSL or DDSL, who are responsible for ensuring appropriate action is taken, including referrals to statutory agencies where necessary.

Safer Recruitment and Staff Checks

All individuals working with children or adults at risk at Dynamicmotif Dance and Performing Arts Academy, whether paid or voluntary, will be subject to appropriate safer recruitment procedures. This includes:

- An enhanced Disclosure and Barring Service (DBS) check.
- Identity and reference checks.
- An understanding and commitment to this safeguarding policy.

We ensure that all staff receive regular safeguarding training and understand how to recognise and respond to concerns about abuse, neglect, or exploitation.

Responding to Concerns

All suspicions or allegations of abuse will be taken seriously and acted upon swiftly and appropriately. We follow the guidance provided by:

- Working Together to Safeguard Children (HM Government, 2023)
- Keeping Children Safe in Education (Department for Education, 2024)
- The Care Act 2014 – in relation to the safeguarding of adults at risk

Where a child or adult at risk makes a disclosure, we will:

- Listen carefully and sensitively
- Reassure them that they have done the right thing by speaking up
- Record the disclosure factually and without delay
- Report the concern to the DSL or DDSL immediately

Legislation and Guidance

This policy is informed by the following key legislation and statutory guidance:

- The Children Act 1989 and 2004
- The Education Act 2002

- The Care Act 2014
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2024)
- Sexual Offences Act 2003
- Human Rights Act 1998
- Equality Act 2010
- General Data Protection Regulation (GDPR) and the Data Protection Act 2018

For the purpose of this policy, a child is defined as anyone under the age of 18, in line with the Children Act 1989. An adult at risk refers to any adult aged 18 or over who is, or may be, in need of care and support, and as a result is unable to protect themselves from abuse or neglect (Care Act 2014).

Safeguarding Culture and Prevention

Dynamicmotif Dance and Performing Arts Academy is committed to maintaining a strong safeguarding culture by:

- Promoting safe working practices and professional boundaries
- Risk assessing all activities involving children or adults at risk
- Ensuring students know who to speak to if they have a concern
- Working in partnership with parents, carers, schools, local authorities, and safeguarding partners

We have adopted principles from the NSPCC Stop and Check framework, and regularly review our procedures to ensure they remain in line with best practice.

Monitoring and Review

This policy is reviewed annually or sooner if there is a significant change in legislation or guidance. All staff and volunteers are required to read and adhere to this policy, and it is made available to all parents, carers, and stakeholders.

Signed: JL Nicholas & TW Nicholas

Principal & Designated Safeguarding Leads

Dynamicmotif Dance and Performing Arts Academy

Date: July 2025