



Dynamicmotif Dance & Performing Arts Academy

Child Protection & Safeguarding Policy (Updated August 2025)

Policy Statement

Dynamicmotif Dance & Performing Arts Academy is fully committed to safeguarding and promoting the welfare of all children and young people aged 3–18 who attend our academy. We believe that:

- The welfare of children and young people is paramount.
- All children and young people, regardless of age, culture, disability, gender, language, racial origin, religious beliefs, or sexual identity, have the right to protection from harm.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff, whether paid or voluntary, have a responsibility to report concerns to the Designated Safeguarding Lead (DSL).

Designated Safeguarding Leads (DSLs)

- **Principal & DSL:** Jackie Nicholas
Phone: 07740069307 | Email: jackie@dynamicmotif.co.uk
- **Vice Principal & Deputy DSL:** Tom Nicholas
Email: tom@dynamicmotif.co.uk

Both DSLs are trained to the required standard and are responsible for managing safeguarding and child protection concerns. In the absence of one, the other will assume safeguarding responsibilities.

Legal Framework

This policy has been developed in accordance with the following legislation and statutory guidance:

- **Children Acts 1989 & 2004**
- **Education Act 2002**
- **Safeguarding Vulnerable Groups Act 2006**
- **Children and Social Work Act 2017**
- **Education and Training (Welfare of Children) Act 2021**

- **Working Together to Safeguard Children 2018 (updated 2020)**
- **Keeping Children Safe in Education (KCSIE) 2025**
- **Online Safety Act 2023**
- **Children's Wellbeing and Schools Bill (2025, pending enactment)**
- **Data Protection Act 2018 and UK GDPR**

Our Commitment

Dynamicmotif Dance & Performing Arts Academy will:

- Maintain clear safeguarding procedures, reviewed annually or sooner if legislation changes.
- Recruit safely, including enhanced DBS checks, references, qualification verification, and risk assessments for volunteers.
- Provide safeguarding and online safety training to all staff annually, with DSLs receiving advanced training at least every two years.
- Promote a safe environment where children feel secure, valued, and listened to.
- Respond promptly to safeguarding concerns using clear reporting and escalation processes.
- Work collaboratively with external agencies (Children's Social Care, Police, LADO) where required.
- Support children and families through early intervention and signposting to services.

Recognising Abuse

Staff are trained to recognise abuse, which may include:

- **Physical abuse:** unexplained injuries, bruises, burns, or marks.
- **Emotional abuse:** withdrawal, fearfulness, extreme behaviour.
- **Sexual abuse:** inappropriate sexual behaviour or knowledge.
- **Neglect:** persistent hunger, poor hygiene, inadequate care.
- **ICT-based abuse:** grooming, online exploitation, exposure to harmful online content, misinformation, disinformation, and AI-generated risks.

Procedures for Reporting Concerns

1. **Immediate Action:** Concerns must be reported immediately to a DSL. If the child is at immediate risk, emergency services will be contacted.
2. **Referral:** Where appropriate, the DSL will refer cases to Children's Social Care. All actions and communications will be recorded.
3. **Confidentiality:** Information will be shared only on a need-to-know basis, respecting statutory guidance.

4. **Allegations Against Staff:** Any allegations against staff are reported immediately to the Local Authority Designated Officer (LADO). Staff may be suspended pending investigation in line with KCSIE.

Safer Recruitment

We commit to safer recruitment practices:

- Enhanced DBS checks for all staff and volunteers.
- Verification of identity, employment history, and qualifications.
- Professional references obtained before employment.
- Induction and probationary monitoring.

Online Safety

- All online teaching follows academy safeguarding principles.
- Staff receive training on emerging risks including disinformation, AI misuse, and harmful online content.
- Parents are given resources to help safeguard children's digital activity.

Visitors & External Providers

- Visitors and guest practitioners are subject to safeguarding checks appropriate to their role.
- Sessions are supervised by staff and reviewed for suitability.

Whistleblowing

We encourage a culture of openness. Concerns about unsafe practices can be raised through the whistleblowing procedure. Staff are protected when reporting concerns in good faith.

Bullying, Domestic Abuse & ICT-Based Abuse

The Academy recognises the impact of bullying (including cyberbullying), domestic abuse, and ICT-based abuse. Updated procedures reflect March 2025 London Safeguarding Children guidance.

Record-Keeping & Information Sharing

- All safeguarding records are kept securely and shared only in line with statutory guidance.
- **Training**
 - All staff undertake annual safeguarding training.
 - DSLs attend advanced training every two years.
 - Training covers early help, mandatory reporting, online safety, and contextual safeguarding.

Monitoring & Review

This policy will be reviewed annually or earlier if required by legislation, case law, or best practice developments.

Contact Information

If you have safeguarding concerns regarding a child at Dynamicmotif Dance & Performing Arts Academy, contact:

- **Jackie Nicholas – Principal & DSL**
Phone: 07740069307 | Email: jackie@dynamicmotif.co.uk
- **Tom Nicholas – Vice Principal & Deputy DSL**
Phone: tom@dynamicmotif.co.uk

Last Updated: August 2025

Review Date: August 2026

Approved by: J. L. Nicholas, Principal, Dynamicmotif Dance & Performing Arts Academy