



Children & Adults at Risk Protection Policy

Statement of Commitment

Dynamicmotif Dance and Performing Arts Academy is committed to safeguarding and promoting the welfare of children, young people and adults at risk. Safeguarding is everyone's responsibility and is central to our lessons, rehearsals, performances and other Academy activities.

We want everyone who attends Dynamicmotif to feel safe, valued and listened to. No form of abuse, neglect, exploitation, bullying, harassment or discrimination will be accepted.

Policy Aims

This policy aims to:

- keep children, young people and adults at risk safe while taking part in Academy activities;
- help staff recognise and respond to safeguarding concerns;
- make sure concerns are reported, recorded and acted on promptly;
- support safe working practices in the different venues we hire for lessons and performances; and
- give parents, carers, students and staff clear information about who to contact if they are worried.

Designated Safeguarding Leads

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

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

Any safeguarding concern should be passed to Jackie or Tom as soon as possible. If a child or adult is in immediate danger, the police or emergency services should be contacted without delay.

Safer Recruitment and Staff Responsibilities

We employ staff who work with children and young people. Appropriate safer recruitment checks are completed for relevant roles, including identity, references and the correct level of Disclosure and Barring Service (DBS) check. Staff are expected to follow this policy, maintain professional boundaries and complete safeguarding training appropriate to their role.

Recognising Safeguarding Concerns

Safeguarding concerns can arise in many ways. They may involve physical, emotional or sexual abuse; neglect; domestic abuse; bullying; child-on-child abuse; sexual harassment or harmful sexual behaviour; online abuse or the sharing of sexual images; exploitation; grooming; radicalisation; forced marriage; female genital mutilation; serious violence; or concerns about an adult at risk. A change in behaviour, appearance, attendance or emotional wellbeing may also be a sign that someone needs help.

Staff do not need proof before raising a concern. If something does not seem right, it should be shared with the DSL or DDSL so that the right support can be considered early.

Responding to Concerns or a Disclosure

All concerns will be taken seriously. If a child, young person or adult at risk tells a member of staff that something has happened, the member of staff will:

- listen calmly and carefully without asking leading questions;
- reassure them that they have done the right thing by speaking up, but will not promise to keep the information secret;
- make a clear, factual record as soon as possible; and
- report the concern to the DSL or DDSL without delay.

The DSL or DDSL will decide what action is needed. This may include speaking with parents or carers, seeking advice, arranging early support, or making a referral to children's social care, adult safeguarding services, the police or another appropriate agency. Information will only be shared where it is necessary to keep someone safe, and safeguarding records will be kept securely.

Safe Practice in Lessons, Rehearsals and Performances

Dynamicmotif uses hired venues, so safeguarding arrangements are considered for each setting. We will use appropriate risk assessments and safe working practices for lessons, rehearsals, changing or dressing areas, backstage spaces, public performances and arrival and collection arrangements.

Staff should avoid being alone with a child where this is unnecessary and should use open, observable spaces wherever possible. Any physical contact needed for dance teaching, correction, first aid or safety must be appropriate, necessary and explained. Photography, filming and online communication must follow Academy arrangements and permissions. Staff must never use their position of trust to form an inappropriate relationship with a student.

Concerns About Staff or Volunteers

Any concern about the behaviour of a member of staff or volunteer, including a concern that seems small or has not caused harm, should be reported. Concerns about a member of staff should normally be reported to Jackie Nicholas as DSL and Principal. If the concern is about Jackie Nicholas, it should be reported to Tom Nicholas and, where appropriate, advice will be sought from the Local Authority Designated Officer (LADO). Staff may also use appropriate whistleblowing routes if they feel a concern has not been dealt with properly.

Working with Parents, Carers and Other Agencies

We aim to work openly with parents and carers and will normally share concerns with them. There may be occasions where information is not shared straight away if doing so could place a child or adult at greater risk or affect an investigation. We will work with schools, local authorities, safeguarding partners and other agencies where this is needed to protect someone or provide support.

Legislation and Guidance

This policy reflects the Children Acts 1989 and 2004, the Care Act 2014, Working Together to Safeguard Children, Department for Education guidance for out-of-school settings, and the safeguarding principles in Keeping Children Safe in Education 2026 Part One. It also takes account of relevant equality, data protection and sexual offences legislation.

For this policy, a child is anyone under 18. An adult at risk is an adult who has care and support needs and, because of those needs, may be unable to protect themselves from abuse or neglect.

Monitoring and Review

This policy will be reviewed each year, and sooner if guidance, legislation or the way the Academy operates changes. All staff are expected to read and follow it, and it will be made available to parents, carers and students.

Signed: JL Nicholas & TW Nicholas

Principal / Designated Safeguarding Lead and Vice Principal / Deputy Designated Safeguarding Lead
Dynamicmotif Dance and Performing Arts Academy

Date: September 2026