



KS Dance Academy Safeguarding Policy January 2026

KS Dance Academy is fully committed to safeguarding the welfare of all children and young people up to the age of 18. We recognise our responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation.

References made to 'child' or 'children' refer to children and young people under the age of 18 years. However, the principles of the document apply to professional behaviours towards all pupils, including those over the age of 18 years. 'Child' should therefore be read to mean any pupil at the establishment in services designed for children and young people. Similar principles would also apply to services accessed by vulnerable adults.

KS Dance Academy acknowledges its duty to respond appropriately to any allegations, reports or suspicions of abuse. All staff and volunteers will work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

KS Dance Academy recognises its duty of care under the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Children Act 1989 and Working Together to Safeguard Children 2023

KS Dance Academy will ensure that:

- The welfare of the child is paramount
- All children, whatever their age, disability, sex, gender reassignment, race, religion or belief, sex and sexual orientation have the right to protection from abuse
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately

KS Dance Academy will ensure that:

- Everyone will be treated with respect and dignity
- The welfare of each child will always be considered and planned for
- Enthusiastic and constructive criticism will be given to pupils rather than negative criticism
- Bullying will not be accepted or condoned
- All adult members will provide a positive role model
- Action will be taken to stop any inappropriate behaviour between staff and pupils and pupil to pupil

- It will comply with health & safety legislation
- It will keep informed of changes in legislation and policies for the protection of children
- It will undertake relevant professional development and training
- It will ensure all contact and medical details for every child is up to date and available at the place of teaching or performance.
- All staff will receive dedicated safeguarding training.

KS Dance Academy has a designated Safeguarding lead who is in charge of ensuring that the child protection policy is adhered to. The Designated Safeguarding Lead (DSL) is Kristy Speed (Principal) and she can be contacted on: Kristy@ksda.co.uk

There is also a Deputy DSL, who is Nikki Crosby (MT Teacher)

Safer Recruitment

All staff and volunteers will go through a recruitment process which takes into account safeguarding issues as follows:

- A DBS check for the Child Workforce that is enhanced with barring.
- Two references, at least one of which must be a professional reference. If the second reference is personal it must not be from a family member
- The interview process must include questions about safeguarding and sharing the organisations safeguarding policy and expectations
- Relevant qualifications and experience in order to practice safely

Parents

- **KS Dance Academy** believes it to be important that there is a partnership between parents and the organisation. Parents are encouraged to be involved in the activities of the organisation and to share responsibility for the care and safeguarding of the children.
- A copy of this policy is available on the schools website.
- All parents have the responsibility to collect (or arrange collection of) their children after classes, rehearsals or performances. **KS Dance Academy** has a responsibility to ensure suitable arrangements are in place to take children home.
- Whenever possible there should be a minimum of two emergency contacts for each child.

Unsupervised Contact

- **KS Dance Academy** will ensure that no unauthorised adult has contact with the children.
- All children will be chaperoned at all times by a chaperone designated by **KS Dance Academy**, their own parent or a local authority approved chaperone whilst taking part in performances.

Good Behaviour -pupils, staff, volunteers and parents

- It is expected that all staff, volunteers, pupils and parents respect each other
- If there are incidents of unacceptable verbal or physical behaviour relating to pupils these will be challenged by staff and where appropriate brought to the attention of the parent.
- All prejudice incidents will be challenged

- Sanctions should be applied in agreement with parents where necessary
- Any incidents of unacceptable verbal or physical behaviour from staff must be brought to the attention of the Designated Safeguarding Lead and Principal. The relevant disciplinary process will be followed.

Staff Behaviour

All staff have a responsibility to maintain public confidence in their ability to safeguard the welfare and best interests of children. They should adopt high standards of personal conduct in order to maintain confidence and respect of the general public and those with whom they work.

- All staff will abide by the Safer Working Practice guidance
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- Adults will only touch children when it is absolutely necessary in relation to the particular activity
- Adults will seek the consent of the child prior to any physical contact and the purpose of the contact shall be made clear
- Adults should always consider whether their actions are warranted, proportionate, safe and applied equitably.

Staff must not:

- behave in a manner which would lead any reasonable person to question their suitability to work with children or to act as an appropriate role model.
- make, or encourage others to make sexual remarks to, or about, a student
- use inappropriate language to or in the presence of pupils
- make (or encourage others to make) unprofessional personal comments which scapegoat, demean or humiliate, or might be interpreted as such.

Allegations against staff

- Any report of concern about the behaviour of a member of staff or allegation of abuse against a member of staff must immediately be reported to the Principal / DSL Kristy Speed. Any concern or allegation against the Principal/DSL should be reported to the Deputy DSL, Nikki Crosby.
- The DSL may also be involved where a staff member or volunteer has 'behaved or may have behaved in a way that indicates they may not be suitable to work with children' i.e. where they have been involved in an incident outside of work which did not involve children but could have an impact on their suitability to work with children such as a domestic abuse incident. The principal will need to consider what triggered these actions and could a child in the school trigger the same reaction, therefore being put at risk. (this is known as transferrable risk).

In implementing this policy **KS Dance Academy** will:

- Ensure that all teachers and volunteers understand their legal and moral responsibility to protect children and young people from harm, abuse and exploitation.
- Ensure that all teachers and volunteers understand their duty to report concerns that arise about a child or young person, or a worker's conduct towards a child or young person to the Designated Safeguarding Lead.
- The Designated Safeguarding Lead will refer any child protection concerns to the statutory child protection agencies (i.e. Children's Social Care and / or Police).

- Children, young people and parents will be informed of who the Designated Safeguarding Lead and Deputy are and be able to raise any safeguarding concerns & know that these will be taken seriously and acted upon.
- Ensure that teachers will work in a consistent and equitable manner in line with the safer working practice guidance <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

This policy will be regularly monitored by **Kristy Speed** and will be subject to an annual review.