



Desire2Dance Child Protection Policy

(updated 13/05/2018)

This policy outlines Desire2Dance's expectations of employees/volunteers and students who are in contact with children and vulnerable people and breaks down how everyone is expected to follow procedures. Desire2Dance has these procedures in place so that any allegations or complaints of abuse are taken seriously and investigated, which includes informing the parent/guardian of the complaint. We have the power to suspend the individual against whom the complaint has been made from employment or class attendance until the investigation is complete and a decision on the action to be taken has been made. In this policy you can also find details on our expectations regarding photography/videography and bullying.

Desire2Dance believes that:

- The welfare of children is vital
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to be protected from abuse.
- All suspicions and allegations of abuse are taken seriously and responded to swiftly and appropriately.
- All staff working at/with Desire2Dance have a responsibility to report concerns to the principal.
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Desire2Dance has a duty of care to protect safeguard all children involved in dance from harm. All children have the right to protection and the needs of disabled children and other who may be particularly vulnerable must be taken into account. Desire2Dance will ensure the safety and protection of all children involved in their dance classes through adherence to the Child Protection guidelines. A child is defined as under 18, The Children Act 1989.

Policy Aims

The aim of the Desire2Dance Safeguarding Policy is to promote good practice:

- Providing children and young people with appropriate safety and protections whilst in the care of Desire2Dance.
- Allow all staff/volunteers to make informed and confident responses to specific child protection issues.

Promoting good practise

Desire2Dance will encourage the following:

- Always working in an open environment. (avoiding private or unobserved situations, i.e. no secrets)
- Treating all young people equally, and with respect and dignity
- Always putting the welfare of each young person first, before winning or achieving goals
- Maintaining a safe and appropriate distance with students (i.e. it is not appropriate to have an intimate relationship with a child)
- Building balanced relationships based on mutual trust which empowers children to share in the decision-making process
- Making dance fun, enjoyable and promoting fair play

- Ensuring that if any form of manual/physical support is required, it should be provided openly. Care is needed, as it is difficult to maintain hand positions when a child is constantly moving. Parents should have signed an agreement when registering to state whether they agree/not agree to physical contact. Parents views on this should always be carefully considered.
- Keeping up to date with the technical skills, qualifications and insurance in dance.
- Involving parents/guardians wherever possible (e.g. for the responsibility of their children in changing rooms)
- Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people.
- Giving enthusiastic and constructive feedback rather than negative criticism. Recognise the developments/needs and capacity of young people – avoiding excessive training or competition and not pushing them against their will
- Keeping a written record of any injury that occurs, along with the details of any treatment given/
- Requesting written parental consent is Desire2Dance officials are required to transport young people in their cars.

Practises never to be sanctioned:

- Engaging in horseplay, physical or sexually provocative games
- Allowing or engaging in any form of inappropriate touching
- Allow children to use inappropriate language unchallenged
- Make sexually suggestive comments to a child, even if fun
- Reduce a child to tears as form of control
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon
- Do things of a personal nature for children that they can do themselves

Incidents which must be reported/recorded

If any of the following occur during or in the context of a Desire2Dance class or activity, it should be immediately reported to the Principal

- If you accidentally hurt a child.
- If a child appears to be sexually aroused by your actions.
- If a child misunderstands or misinterprets something you have done.
- If a child is unusually distressed and you have suspicions of or concerns about potential abuse.

Recruitment and selecting staff and volunteers

Desire2Dance recognised that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure that unsuitable people are prevented from working with children.

- All staff/volunteers should complete an application form where appropriate to provide information about their past and self-disclose about any criminal record.
- Staff/volunteers should hold a Criminals Records Bureau (DBS check) or be willing to have one done.

- References will be taken, including at least one from previous work with children.
- Identification must be provided (passport or driving licence with photo)

Responding to suspicion or allegations

It is not the responsibility of anyone working in Desire2Dance's capacity to take responsibility or to decide whether or not child abuse has taken place. However, this is a responsibility to act on any concerns through contact with the appropriate authorities. Desire2Dance will assure all staff/volunteers that they will fully support and protect anyone, who in good faith reports his or her concern that a colleague/volunteer is or may be abusing a child. When there is a complaint against a member of staff there may be three types of investigations:

- A criminal investigation
- A child protection investigation
- A disciplinary or misconduct investigation.

The result of the police and child protection investigation may well influence the disciplinary investigation.

Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to the principal who will take such steps as consider necessary to ensure the safety of the child in question and any other children who may be at risk.

Guidelines for use of photographic filming at dance events

If any video footage or photographic material is required (i.e. DVD of a performance or for advertisement material) then parental sign permission is required. This will be found on enrolment forms. Parents/Guardians are not permitted to take photographs during classes or performances and share them on social media unless they have permission from the parents whose children also feature in the photographs. Parent/guardians are welcome to share Desire2Dances images and videos as these are approved.

Bullying

Desire2Dance holds a 0 tolerance towards bullying. If you are a victim of an case of bullying or have witnesses bullying at Desire2Dance it should be reported to the Principal immediately to appropriate action can be taken.

Actions to help the victim and prevent bullying in dance

- Take all signs of bullying very seriously.
- Encourage all children to speak and share their concerns.
- Help the victim speak out and tell the person in charge or someone of authority.
- Create an open environment.
- Investigate all allegations and take action to ensure the victim is safe.
- Speak with the victim and the bully/ies separately.
- Reassure the victim that you can be trusted and will help them, although you cannot promise to tell no one else.
- Keep records of what is said (what happened by whom, when etc)
- Report any concerns to the Principal.

Actions towards bullies

- Talk with the bully/ies, explain the situation and try to get them to understand the consequence of their behaviours.
- Seek an apology to the victim/s.
- Inform the bully's parents.
- Impose sanctions as necessary.
- Encourage and support the bully/ies to change behaviour.
- A suspension period from classes may be issued.
- Hold meeting with the families to report on progress.
- Inform all appropriate member of action taken.
- Keep a written record of action take (whom, when etc)