

Damien Hey Dance Academy

Safeguarding Policy Measures

Designated Safeguarding Lead

Maria Ellel BA (Hons.)

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- Damien Hey Dance Academy is committed to safeguarding and promoting the welfare of all children and young people.
- All staff, teachers, assistants, volunteers, and chaperones are expected to maintain high standards of professionalism and conduct at all times.
- Where appropriate, staff and volunteers working with children will hold an enhanced DBS check, provide references, and complete safeguarding training relevant to their role.
- All staff and volunteers must understand their duty to report safeguarding concerns immediately to the Designated Safeguarding Lead.
- All staff are considered to be in a position of trust and must maintain appropriate professional boundaries with students at all times.
- Staff must avoid situations where they are completely unobserved with a child wherever possible.
- The welfare and wellbeing of the child will always take priority over competition results or performance outcomes.
- Any physical contact used during dance instruction must always be appropriate, professional, and necessary for teaching purposes.
- Children and young people must always be treated with dignity, respect, fairness, and inclusion.
- Bullying, intimidation, discrimination, aggressive behaviour, inappropriate language, or online bullying will not be tolerated under any circumstances.
- Parents/carers will be asked to provide written consent for photographs or videos used for promotional, marketing, or social media purposes.
- Parents/carers have the right to withdraw photography or video consent at any time.
- Photography or filming is strictly prohibited in changing areas, toilets, or private areas.
- Any images, recordings, or CCTV footage obtained by the dance school will be securely stored and only accessed by authorised persons where necessary.

- CCTV and/or camera systems may be in operation during classes and private lessons for safeguarding and welfare purposes.
- Private lessons involving children or young people will only take place in suitable studio environments. Where only one teacher is present, a parent/carer must remain on site or another authorised adult must be present.
- Teaching spaces should remain as open and observable as reasonably possible during lessons and activities.
- Appropriate adult-to-child supervision ratios will be maintained during classes, rehearsals, events, competitions, workshops, and trips.
- Registers may be taken for children's classes to support attendance monitoring and emergency procedures.
- Children will only be released to parents/carers or authorised persons identified by the parent/carer unless prior consent has been given.
- Emergency contact details and relevant medical information will be held securely for all students where appropriate.
- Suitable first aid provisions and emergency procedures will be maintained at all classes and events where possible.
- Venue, equipment, and studio safety checks will be carried out regularly to help maintain a safe environment.
- If a child discloses information or raises a concern, staff will listen carefully, remain calm, avoid leading questions, and report the concern immediately to the Designated Safeguarding Lead.
- Staff and volunteers must never attempt to investigate safeguarding concerns themselves.
- Safe and professional online communication practices will be followed at all times. Communication regarding children should be directed through parents/carers wherever appropriate.
- Damien Hey Dance Academy is committed to creating an inclusive, welcoming, supportive, and child-centred environment where every child feels safe, valued, respected, and listened to.
- This safeguarding policy will be reviewed annually, or sooner if safeguarding guidance, legislation, or dance school operations change.