

Dance Studio 22 – Dance Fairness and Ethics Policy Statements

Discrimination policy - Here at Dance Studio 22, we provide an open /no-discriminatory policy when employing staff and towards the children, giving everyone the opportunity to enjoy, teach and receive relaxed peaceful dance lessons regardless of age, gender, race and disability; we have zero discrimination policy and any discrimination against children, adults or staff will not be tolerated. *(This forms part of the agreement/ declaration when a pupil starts dancing lessons with Dance Studio 22).*

Bullying and Harassment Policy - As a Qualified Dance Teacher, I am aware of my responsibilities for making sure that all pupils feel safe and are protected in class, particularly if they are being bullied. Because of my experience of working within my own and other Dance organisations over the last 9 years and working with Children and Parents in the Party Entertainment industry, I am able to identify any bullying and will always highlight this to the child and parents making it clear that at Dance Studio 22, bullying is not tolerated. *(This forms part of the agreement/ declaration when a pupil starts dancing lessons with Dance Studio 22).*

Our Safeguarding Policy- applies to all members of staff working for Dance Studio 22 at whatever level including those who are volunteering or helping in lessons to gain experience. The purpose of this policy is to ensure that every child who uses our services are protected & that staff/ volunteers are aware of what they should be looking for and what steps to take.

Dance Studio 22 staff/ volunteers has a duty of care and believe that abuse of any kind to children should not be tolerated. We recognise that the welfare of the child is paramount, as enshrined in the 'Children Act 1989'

Dance Studio 22, will be seeking to keep children attending for Dance safe, by Valuing, listening and respecting them, adopting the below DBS procedures when looking to employ or take on any volunteers and sharing any concerns with GMac Staff whom have been trained to assess and take matters forward if necessary. (Safeguarding course completed May 2020).

Criminal Record checks - Dance Studio 22 has a duty of care to safeguard and protect children and in doing so, will not employ any person to support/ help with the children until an Enhanced DBS (Disclosure and Barring Service) certificate which is no older than 2 years from date of check is produced. Subsequent, to starting paid/unpaid employment, staff will have to sign a declaration that since the issuing of their DBS certificate, they have not incurred any offences and do not have any proceedings pending; in addition they will need to declare any future offences gained that might result in the termination of their employment with Dance Studio 22. This includes, 'all' police warnings, Cautions, Convictions both Motoring and non-motoring regardless of what they are for.

Updated June 2020