



Imperial Society of
Teachers of Dancing

Safeguarding Policy

Contents

Our Commitment.....	3
Scope.....	3
Roles and responsibilities.....	4
Risks.....	5
Recruitment	5
Training.....	6
Partnerships	6
Reporting	6
Breaches of this policy	7
Reporting to ISTD council	7
Referral to the DBS Barring lists.....	7
Adoption of the policy	7
List of Appendices	8

Our Commitment

We are committed to promoting the wellbeing of all who interact with us, e.g., our members, exam candidates, students, staff, contractors¹ and volunteers. We recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. Children have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.”² Safeguarding adults supports their “right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult’s wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.”³

The requirements described in this procedure apply, accordingly, to all members and employees. Members who would like to be considered for an exception on the basis that they do not, and never will teach children and young people, or adults at risk, should contact the Policy and Governance Manager for clarification.

The Imperial Society of Teachers of Dancing (the Society) has adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The Society undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures.
- provide on-going safeguarding training for all relevant staff, contractors and volunteers, and regularly review its operational guidelines.
- support its Designated Safeguarding Officers in their work and in any action they may need to take in order to protect children and adults at risk.

Scope

This policy applies to all the Society’s activities and assumes (as stated above) that all members will potentially teach children and young people. The Society therefore requires its members, as dance teachers (detailed in Roles and Responsibilities below), to obtain an enhanced DBS check with an under-18s barring list check and child workforce check. The Society also encourages members to subscribe to the Update Service.^{4,5} Members teaching adults at risk⁶ will require an enhanced DBS including both the children’s and adults’ barring lists.

The Society’s member Code of Professional Standards and Practice states that a member should comply with all the published policies of the Society. While the Society is not directly responsible for the conduct of its members, it will exercise its responsibility for obtaining evidence from its members which verifies that this requirement is met. Additionally, possession of a certificate is proof of neither identity nor suitability for a role, and we reserve the right, upon receipt of a DBS disclosure, to perform the same ID checks that we would for a new application. We will respond to questions about applicant suitability that arise during recruitment, and to those that arise once the person is in their role, and we will induct all employees and Members in safeguarding policies and procedures and good practice.

¹ The Society’s contractors include but are not limited to examiners, chaperones, pianists, etc.

² UN Convention on the Rights of the Child

³ Care Act 2014

⁴ If a member does not teach children or adults at risk and wishes to be exempted from obtaining an enhanced DBS check with inclusion of adults’ and children’s workforce and children’s barred list checks, they should apply to the Policy and Governance Manager using the form in Appendix 1.

⁵ Information about the Society’s DBS Vetting Scheme in association with DDC can be found at Appendix 2.

⁶ An adult at risk is defined as being a person over the age of 18 who has needs for care and/or support (whether or not the local authority is meeting any of those needs); and is experiencing, or is at risk of, abuse or neglect; and as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect <https://www.anncrafttrust.org/resources/safeguarding-adults-at-risk-definitions/>.

The policy follows guidance from the Charity Commission⁷. Other useful guidance is from the Social Care Institute for Excellence⁸, the Child Protection in Sport Unit⁹, the NSPCC¹⁰, and the Ann Craft Trust¹¹.

Public helplines are available from the **NSPCC** and **Childline** (for young people to report abuse). The Society has contracted with **Thirtyone:eight** to provide a 24/7 helpline.

Roles and responsibilities

The Society's Council has overall responsibility for Safeguarding. The Society has appointed as its Designated Safeguarding Officer (DSO), its Director of Finance and Operations, and as Deputy DSO its Policy and Governance Manager, supported by Safeguarding specialists in the Dance Department.

The Society's Leadership Team is responsible for operationalising required policies and procedures, including monitoring membership adherence to DBS requirements.

The following member categories must obtain an enhanced DBS check with an under-18s barring list check, and child workforce check. They are also encouraged to subscribe to the update service (by applying to the Disclosure and Barring Service for an enhanced DBS certificate, and registering the DBS certificate (within 30 days of issue) with the DBS Update Service, to which a small annual subscription fee applies¹².

Please note: if you practise teaching at your home address (e.g., in a studio attached to your property) the DBS will run checks of everybody who is registered as living at that address, and you will not be eligible for the update service.

You need to tell us if:

- You start teaching at your home address (you will also need to obtain a new DBS certificate).
- Thereafter, you will be required to renew your certificate every three years).
- You stop teaching from home (you will also need to obtain a new DBS certificate, at which point you will be eligible to register with the update service).
- You change your name or address - we reserve the right to ask for proof of name and a renewed certificate.
- Something happens that would change your DBS status.

Full Teaching Membership – fully Society-qualified teachers, teaching and entering students in exams

Affiliated Membership – Non Society-qualified teachers who are actively teaching dance and entering students in exams

Contemporary Affiliated Membership – non Society-qualified contemporary teacher. Can teach and enter exams.

Provisional Membership – on the path to becoming a full teaching member – taking their DDE

Life Membership – members hold a Licentiate, Fellowship or Associate qualification. and have been a member for 40 years

The following member categories may not be required to maintain an enhanced DBS check unless undertaking a Regulated Activity:

Non-Teaching Membership – full teaching members who are not actively teaching or entering students for exams.

Student Membership – non Society-qualified dance students wishing to be affiliated with the Society and wishing to take advantage of membership benefits.

Members within these categories who are on a pathway to moving into Regulated Activity (e.g., studying to become a Dance Teacher) are asked to obtain an enhanced DBS certificate in relation to the role they are working towards.

All staff, contractors and volunteers are responsible for implementing these policies and procedures, for promoting wellbeing, and for remaining alert to observing safeguarding issues, and for reporting them.

The Society's insurance is provided by Hiscox through the broker La Playa.

⁷ <https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

⁸ <https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse>

⁹ <https://thecpsu.org.uk/help-advice/introduction-to-safeguarding/child-abuse-in-a-sports-setting/>

¹⁰ <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/non-recent-abuse/>

¹¹ <https://www.anncrafttrust.org/>

¹² Annual subscription fee for the DBS Update Service at 19th May 2021 is £13.00

Risks

It is the Society's Policy to promote wellbeing. Its recruitment, selection and training practices are designed to prevent any safeguarding issues arising in its activities. Nevertheless, the Society is aware that its staff, contractors, and volunteers may encounter safeguarding issues in the circumstances listed below. Against each circumstance, possible risks and mitigations are also listed.

Safeguarding issue	Risk	Mitigation
Examination	Candidate abused or bullied by teacher, parent, examiner, ISTD staff, contractors or fellow pupils	Examiners trained to identify indications of such risks and what to do if identified; whistleblowing policy and procedure in place
Photo shoot	Abuse is perpetrated or experienced by participants, the Society's staff, teachers, parent, fellow pupils or a photographer	Staff trained to identify indications of such risks and what to do if identified
Events / Competitions	Participant abused or bullied by the Society's staff, teacher, parent, or other participants	Staff trained to identify indications of such risks and what to do if identified
Summer school	Participant abused or bullied by The Society's staff, teacher, parent, or fellow pupils	Staff trained to identify indications of such risks and what to do if identified
Staff	Bullying and harassment from colleagues or externally	Organisation maintains and enforces respect, bullying & harassment and whistleblowing policies
Social media	Participants in Society activities harassed or bullied; undue influence or grooming, images or data being misused or used without consent	Online safety policy
Radicalisation	Participants in Society activities radicalised through contacts made at those activities	Recruitment processes alert to those who may be radicals.

We require examiners to undertake Safeguarding training on appointment and refresher training regularly thereafter.

Recruitment

The Society always:

- seeks references for all staff, contractors and volunteers.
- checks that staff and contractors are eligible to work in the UK.
- conducts DBS checks through *Due Diligence Checking* – basic for Trustees, Leadership Team and staff having infrequent direct contact with young people (e.g., exams or other activities) who are not carrying out Regulated Activity. Only those working directly with children are required to have a check. Any others will be clearly demarcated (with a lanyard or badge) and never be alone at an ISTD event.
- requires examiners and teachers of children to obtain enhanced level checks (these can be obtained through the Society's Vetting Scheme with Due Diligence Checking).
- only uses local authority approved chaperones.
- follows DBS guidance for international equivalence: <https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>
- encourages members to use the DBS Update Service (where appropriate, i.e. where the original certificate was obtained in relation to an equivalent role) which allows them to keep their standard or enhanced certificates up to date and accessible to those to whom they choose to grant access. The Society will check whether members have registered with the Update Service within the 30-day window following issue of their Enhanced DBS Certificate, and thereafter at annual intervals.
- retains the right to impose sanctions, including suspending membership should a member choose not to register with the DBS Update Service or allows their registration to lapse.

Training

The Society is committed to on-going safeguarding training and development opportunities for all staff, contractors and volunteers for whom an enhanced DBS check is required, developing a culture of awareness of safeguarding issues to help protect everyone. All staff, contractors and volunteers will receive a training programme that will include preventative training and undertake recognised safeguarding training on an annual basis – in person, or if this is not possible online. The training alerts participants to recognise any signs of various harms and abuses, including trafficking & human slavery.

Partnerships

The Society requires sight of the Safeguarding Policies of its Partners, e.g., exam centres, approved dance centres, training venues and partners.

Reporting

Under no circumstances should a member of staff, contractor or volunteer carry out their own investigation into an allegation or suspicion of abuse, but should follow procedures as below:

- If the person is in receipt of allegations or suspicions of abuse or neglect which may have been perpetrated in their home setting or other setting away from the Approved Dance centre, they should report the concerns as soon as possible to the local children's social services department for the alleged victim's home address. If unsure what to do, they should contact the Designated Safeguarding Lead (DSL) or other named person¹³ with responsibility for safeguarding at the centre where they are employed and seek advice. Further advice can be obtained from the National Society for the Prevention of Cruelty to Children (NSPCC) and from the Ann Craft Trust.
- If the person is in receipt of allegations or suspicions of abuse or neglect which may have been perpetrated by a Society member, contractor or employee, or other contractor or employee at a Society Approved Dance Centre, they should report the concerns as soon as possible to the Society's Designated Safeguarding Officer (DSO) or Deputy DSO. If the suspicions implicate both the DSO and the Deputy, then the report should be made in the first instance to the Society's Chief Executive or:
Thirtyone:eight, P.O. Box 133, Swanley, Kent, BR8 7UQ, tel. 0303 003 1111.
Childline, Weston House, 42 Curtain Road, London, EC2A 3NH, tel. 0800 1111
NSPCC, Weston House, 42 Curtain Road, London, EC2A 3NH, tel. 0808 800 500
- If the allegation or suspicion of abuse constitutes a potential criminal offence, the police should be contacted in the first instance. If unsure, advice should be obtained from the Approved Dance Centre's Designated DSL, from the Society's DSO or Deputy DSO, or from the NSPCC. If for any reason further advice cannot be obtained within 24 hours of receipt of the allegation or suspicion of a criminal offence having been committed, the police should be contacted.
- The DSO should contact the appropriate agency or they may first ring the **Thirtyone:eight** helpline for advice. They should then contact social services in the area where the child or adult lives.
- The DSO may need to inform others depending on the circumstances and/or nature of the concern, e.g., Designated Officer or LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the DSO, the absence of the DSO or Deputy should not delay referral to Social Services, the Police or taking advice from **Thirtyone:eight**.
- The Society will support the DSO / Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need-to-know basis.

¹³ All Approved Dance Centres must have a named person with responsibility for safeguarding who will be tasked with keeping up to date with regulatory requirements and best practice. In centres run by a sole trader, the sole trader will be the named person for safeguarding by default. All centres with two or more employees must have a named person, who will normally be referred to as the Designated Safeguarding Lead.

- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from **Thirtyone:eight**, although the Society hopes that members and others will use this procedure. If, however, the individual with the concern feels that the DSO / Deputy has not responded appropriately, or where they have a disagreement with the DSO as to the appropriateness of a referral they are free to use the Society's Complaints Procedure <https://www.istd.org/about-us/documents/istd-customer-complaints-policy/> or to contact an outside agency direct. The Society hopes by making this statement to demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.
- Concerns may also be raised through the Society's Whistleblowing Policy. The role of the DSO / Deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

Detailed reporting guidance is provided in Appendix 3.

Breaches of this Policy

The Society's *Code of Professional Standards and Practice* requires Society members to comply with all published policies of the Society. Any member in breach of this Policy may be subject to the Malpractice and Disciplinary process detailed in the Rules and Standing Orders.

Reporting to The Society's Council

All safeguarding issues are reported to the Society's Council at the next Council meeting. Serious incidents are reported within a week of their being reported to Society's Designated Safeguarding Officer. If appropriate these are then reported to the Charity Commission. If covered by the Society's insurance policy, they are reported immediately to Hiscox (insurer) and La Playa (broker).

Referral to the DBS Barring Lists

We take our duty to refer seriously. If a person's membership of the Society is revoked following a disciplinary investigation into allegations of abuse or neglect, we will exercise our duty to refer the person to the DBS for them to review.

We also reserve the right to report to the DBS any suspicions or accusations made against members which are drawn to our attention.

Adoption of the policy

This policy was agreed by the Council and will be reviewed after any serious incident or annually (in April).

A copy of this policy is published on the Society's website www.istd.org.

List of Appendices

Appendix 1: Request for an exception to the requirement to maintain an enhanced DBS check

Appendix 2: Disclosure and Barring Service Society Vetting Scheme

Appendix 3: Reporting Procedure: Child and Adult

Appendix 4: Reporting Flowchart: Children and Young People

Appendix 5: Reporting Flowchart: Adults

Appendix 6: Useful Links and Resources

Appendix 1



Imperial Society of Teachers of Dancing

Request for an exception to the requirement to maintain an enhanced DBS check

ISTD Membership number:

Name:

Address:

Under its Safeguarding Policy the Imperial Society of Teachers of Dancing (the Society) requires its members to maintain an enhanced DBS check with inclusion of the children's barring list and child workforce checks.

Members who teach adults at risk will be required to maintain an enhanced DBS check with inclusion of the adult workforce check.

This form is for the use of Society Members who believe they have exceptional grounds to be excused from this requirement.

Please return your completed form to the Society at governance@istd.org

Part 1 (for completion by the Member):

Do you teach children? Yes No (tick as applicable)

Do you teach adults at risk? Yes No (tick as applicable)

Please state below the reason for your request to be excused from the requirement to maintain an enhanced DBS check (with inclusion of children's barring list and adults'/children's workforce checks).

Member's signature:

Date:

Part 2 (for completion by SO/DSO/other authorised Manager):

Request: authorised not authorised (tick as applicable)

Reason and any additional comments:

Name of Designated Safeguarding Officer /
Deputy Safeguarding Officer who considered the application:

Signed:

Date:

This decision must be reviewed at yearly intervals.

Date reviewed:

Name of Designated Safeguarding Officer /
Deputy Safeguarding Officer who considered the
application:

Signed:

Date reviewed:

Name of Designated Safeguarding Officer /
Deputy Safeguarding Officer who considered the
application:

Signed:

Date reviewed:

Name of Designated Safeguarding Officer /
Deputy Safeguarding Officer who considered the
application:

Signed:

Appendix 2



What is the Disclosure and Barring Service (DBS)?

The Disclosure and Barring Service (DBS) is the non-departmental Government body that issues certificates containing a record of an individual's criminal history. This certificate allows employers and organisations to make better employment/endorsement decisions.

One of the other main functions of the DBS is to maintain the Barring Lists which provide information on those that are deemed not suitable to work with children and/or vulnerable adults. These lists, together with information held by Local Police Forces and the Police National Computer, are vital in protecting the most vulnerable people in society. Any request to access this information must be made through a registered Umbrella Body, and the ISTD have partnered with Due Diligence Checking Limited as an industry leading organisation.

Who needs a DBS Check?

As a best practice principle, anyone working closely with children should hold an up-to-date DBS certificate to ensure they are suitable for that role. ISTD members who teach children to dance fall into this category.

The DBS do not provide a definitive list of occupations or professions that require a DBS check, or what level of check they require. Instead, the DBS provide guidance on the job functions and interactions with children/adults that make an employer or endorsing body eligible to ask for a DBS check upon their staff/members (volunteers are classed as unpaid employees). For more information on some of the roles within the Dance Industry that checks can be requested upon, please go to:

<http://www.ddc.uk.net/criminal-record-checks/case-studies/dbs-crb-checks-for-dance-teachers-and-dance-schools/>

What is the ISTD Vetting Scheme?

Individuals are currently unable to request an enhanced DBS check upon themselves. For self-employed dance teachers this makes it very difficult to obtain the checks and show parents, other teachers or legitimately interested parties that this initial safeguarding process has been followed.

The ISTD Vetting Scheme is designed to allow those teachers who are members of the ISTD to obtain the checks, and a display Certificate to confirm that they are members of the Vetting Scheme. The display Certificate prevents the need to show anyone the Disclosure document that is issued by the DBS, and may contain sensitive personal information.

How do I join the ISTD Vetting Scheme?

To join the Scheme simply contact DDC on one of the below channels, providing your full name, address, ISTD membership number and a contact telephone number. They will then call you back to arrange payment, and get an application pack in the post to you.

Email ISTD@ddc.uk.net

Telephone 0845 644 3298 or 0116 260 3055

Website www.ddc.uk.net

How much does it cost to join?

The current fee is £60.40 (incl. VAT) to join the Scheme in England and Wales, plus the cost of the ISTD Certificates requested (minimum of 1, £5 each). If you are a member working in Scotland then you can join the Protection of Vulnerable Groups Scheme (PVG) and the cost will vary depending on any previous checks you may have had (£79.40 or £38.40). Any member in Northern Ireland will be subject to an Access Northern Ireland (AccessNI) check at a cost of £53.40. For more information, please contact DDC directly.

What about checks for my staff or volunteers?

Only ISTD members can join the Scheme however, any Dance School Principal or teacher can run checks on their staff such as chaperones, volunteer helpers, musicians or student assistants. To do this, register with DDC on their website www.ddc.uk.net/register and they will call you to set-up an account in a way that suits your needs/preferences. This can be done in as little as 5 minutes and you can be set-up to request and process your checks online. Registration and set-up is free and there are no minimum usage requirements. They can also help you on the first steps to setting up your safeguarding policies and procedures. If you want to find out how they can help, why not call them today on 0116 260 3055?

Appendix 3

Detailed procedures where there is a concern about a child

Abuse can take many forms:

- Physical abuse
- Domestic violence or abuse
- Sexual abuse
- Psychological or emotional abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Organisational or institutional abuse
- Neglect or acts of omission
- Self-neglect

Allegations of any form of abuse

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse in the child's home, the Member will contact their local Designated Safeguarding Lead (DSL) where one is available. The Member/DSL will:

- Contact Children's Social Services, or thirtyone:eight, or the NSPCC, or the Ann Craft Trust, for advice in cases of deliberate injury, if concerned about a child's safety, or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g., poor parenting), encourage the parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of immediate danger, if the parent/carer still fails to act, contact Children's Social Services direct for advice.
- Seek and follow advice given by thirtyone:eight (who will confirm their advice in writing) or the NSPCC if unsure whether or not to refer a case to Children's Social Services.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Member/DSL will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to anyone else.
- Seek and follow the advice given by thirtyone:eight or the NSPCC if, for any reason, they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

Detailed procedures where there is a concern that an adult is in need of protection. Suspicions or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery and domestic abuse

If there is concern about any of the above, the Member/DSL will:

- Ask the person about whom the concerns have arisen whether they will consent to concerns being reported. The Mental Capacity Act 2005 requires a presumption that the adult about whom there are concerns has capacity to give consent. Where there is a perceived reason to doubt the adult's capacity to decide whether to agree to a concern being reported, advice should be obtained from Adult Social Services, or from thirtyone:eight, or the Ann Craft Trust.
- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively thirtyone:eight, or the Ann Craft Trust, can be contacted for advice.
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

Allegations of abuse against a person who works with children/young people

If an accusation is made against a worker (whether staff, contractor, or volunteer) whilst following the procedure outlined above, the Member will inform the ISTD's Designated Safeguarding Officer (DSO) or Deputy DSO

In accordance with Local Safeguarding Children Partnership/Board (LSCP/LSCB) procedures, the ISTD's DSO/Deputy will:

- Liaise with Children's Social Services in regard to the suspension of the worker pending the outcome of investigation(s) into the allegation(s)
- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.

Regardless of the outcome of any potential or actual criminal investigation, should an internal investigation by the ISTD (under its relevant procedures) result in dismissal (of an employee) or revocation of membership (of a Member), the DSO/Deputy will make a referral to the Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children. This decision should be informed by the LADO if they are involved.

Allegations of abuse against a person who works with adults at risk

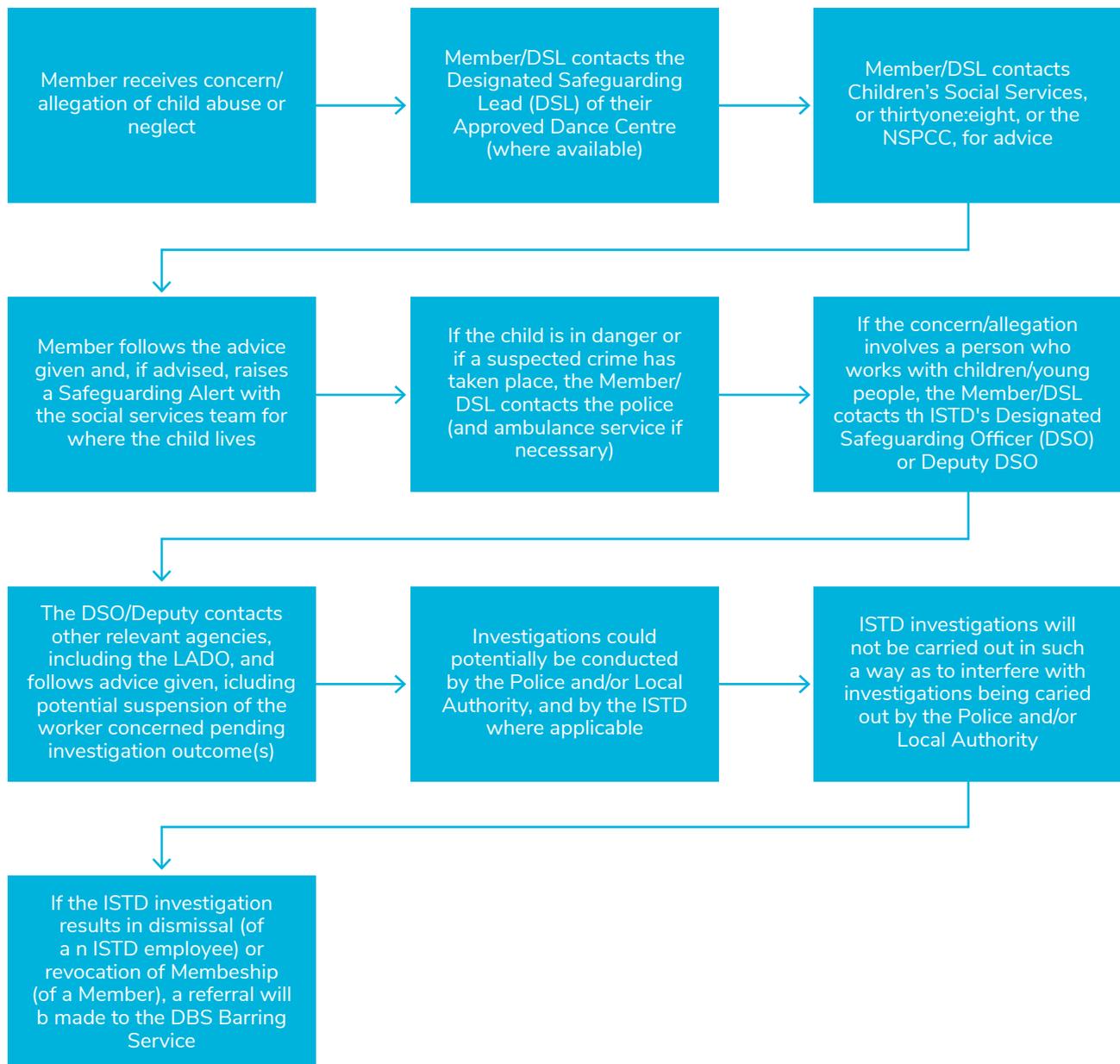
The DSO/Deputy will liaise with Adult Social Services in regards the suspension of the worker.

Regardless of the outcome of any potential or actual criminal investigation, should an internal investigation by the ISTD (under its relevant procedures) result in dismissal (of an employee) or revocation of membership (of a Member), the DSO/Deputy will make a referral to the Disclosure and Barring Service for consideration of the person being placed on the barred list for working with adults with additional care and support needs. Advice regarding this decision will be sought from Adult Services.

The Care Act places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide, not ISTD.

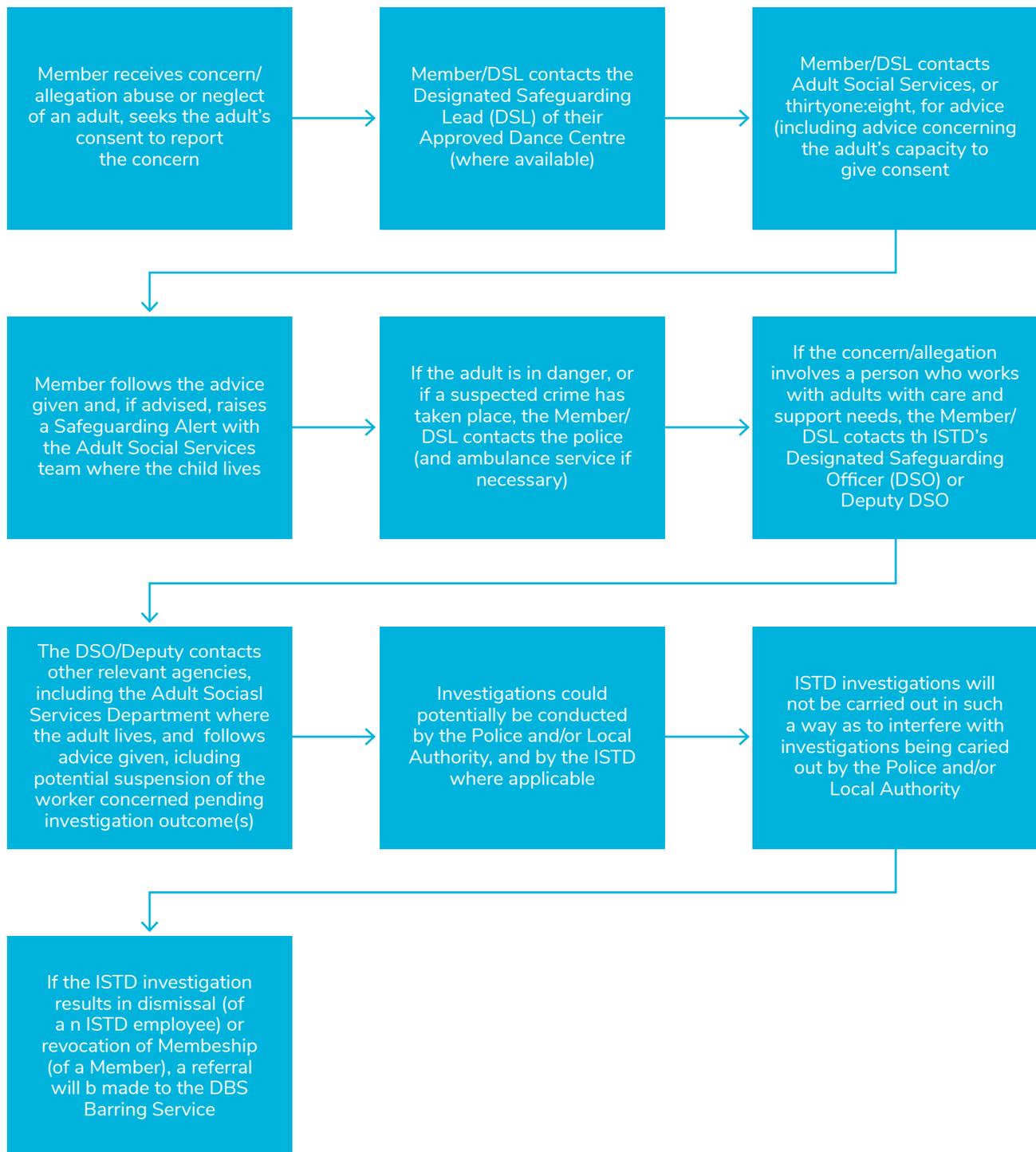
Appendix 4

Reporting flow chart: Children and Young People



Appendix 5

Reporting Flow Chart: Adults



Appendix 6

Useful links and resources

- 1 [DfE: Keeping Children Safe During Community Activities, After School Clubs and Tuition - Non-Statutory Guidance](#)
- 2 [ISTD Professional Code of Conduct](#)
- 3 [Thirtyone:eight Help Section](#)
- 4 [NSPCC Guidance and Support Helpline](#)
- 5 [Childline](#)
- 6 [Guidance from the Charity Commission on Safeguarding People for Charities and Trustees](#)
- 7 [SCIE Guidance Document: Safeguarding Adults – Types and Indicators of Abuse](#)
- 8 [NSPCC Child Protection in Sport Unit: Introduction to safeguarding/child abuse in a sports setting/](#)
- 9 [NSPCC Guidance on Child Abuse](#)
- 10 [Ann Craft Trust](#)
- 11 [Ann Craft Trust DBS Eligibility Flowchart \(adults\)](#)

The Imperial Society of Teachers of Dancing exists to advance excellence in dance teaching and education. Membership of the Imperial Society of Teachers of Dancing is the passport to artistic and professional progression. Find out more **istd.org**



**Imperial Society of
Teachers of Dancing**

Imperial Society of Teachers of Dancing
22/26 Paul Street, London EC2A 4QE
istd.org    **@ISTDdance**

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