



### **Safeguarding Policy**

Metrowest Dance Academy (MDA) is committed to providing a safe, supportive, and professional environment for all students, including children, young people, and adults at risk. Safeguarding and the promotion of student welfare are central to all MDA programs, interactions, and teaching practices.

We believe that:

- Children and young people should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children and young people, keeping them safe and practicing in a way that protects them.

We recognize that:

- The welfare of children is paramount in all decisions we make.
- Working in partnership with children, young people, their parents/guardians, and relevant agencies is essential in promoting well-being and safety.
- All children, regardless of age, ability, gender identity, race, religion, or sexual orientation, have an equal right to protection.
- Some children may be additionally vulnerable due to previous experiences, level of dependency, or communication needs.

MDA ensures that:

- All students are protected from harm.
- All faculty and staff understand their responsibilities in safeguarding.
- Concerns are responded to promptly, appropriately, and confidentially.
- All teaching staff maintain an up-to-date CORI background check through the City of Framingham.

What to Report:

Please report any incidents involving:

- Unsafe conditions or hazards
- Inappropriate behavior or conduct
- Bullying or harassment
- Any other concern affecting a student's safety or well-being

#### How to Report:

Incidents can be reported in the following ways:

- Speak with Gemma Williams (Director) at the earliest possible moment.
- If an in-person conversation is not possible, you may report concerns by email at [info@metrowestdance.com](mailto:info@metrowestdance.com) or by phone at 774-208-6547.

#### Confidentiality & Follow-Up:

- All reports will be kept confidential and handled with discretion.
- Appropriate follow-up actions will be taken based on the nature and severity of the incident.
- Parents/guardians will be contacted if needed.

We encourage open communication and thank you for helping us maintain a safe, respectful, and positive environment for all dancers.