SAFEGUARDING TRUSTEE
RECRUITMENT PACK

UNLOCKING POTENTIAL | IGNITING PASSION



LONDON VOCATIONAL
BALLET SCHOOL

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A WARM WELCOME TO OUR SCHOOL

London Vocational Ballet School is a full-time vocational classical ballet school for gifted children age 10-16 based in West London. At our school, we take immense pride in our position as a premier location for vocational ballet training, where we offer exceptional instruction in classical ballet and various dance disciplines. Our school delivers a hybrid model of outstanding vocational ballet training wrapped around excellent academic teaching.

Our primary objective is to equip students for full-time upper school ballet training. Our vocational training approach is centred on fostering technique, versatility, and musicality, all underpinned by discipline and creativity. We believe in the power of potential. Over the years, through careful nurturing, we have produced young people who go on to achieve excellence, be that in the performing arts industry or in the world of academia.

The school differs from other ballet schools in that it does not follow any exam syllabi, but focuses instead on building technique and musicality. This provides students with the chance to develop as dancers with a real sense of individuality and expression, underpinned by a pure technique. Small classes ensure each student receives intensive training and personal support.

Irrespective of a student's starting point, our commitment is to help each individual exceed their potential. We meticulously monitor each students' ability and progress to ensure a comprehensive and well-balanced curriculum that equally values both vocational and academic studies.

London Vocational Ballet School's philosophy is to inspire in its students a love of learning, music and freedom of expression through dance. Skills gained through encouragement and discipline in the ballet and academic classroom can be applied to all aspects of their life beyond.

SAFEGUARDING TRUSTEE

Following a significant period in the school's 20-year history, underpinned by its rebranding as LVBS and a significant capital development project allowing additional and upgraded facilities, the school is ready to take its next steps as part of its plan for growth. The board are seeking a Safeguarding Trustee to join the board of directors. This trustee will act as the board's safeguarding lead, providing strategic oversight, policy guidance, and expert counsel on student welfare, mental health and protection.

The Board of Trustees is collectively responsible for overseeing the activities of The London Vocational Ballet School, determining its future direction and fostering an environment in which the school's mission is achieved and the potential of all of its students is realised. The Board works to ensure that the school complies with the legislative, regulatory and best-practice framework within which English education and charities operate.

The incumbent trustees are active and meet quarterly. Additional safeguarding subcommittee meetings take place where specific trustees are required to attend and the Safeguarding Trustee chairs the meeting. The applicants will be fierce supporters of the school and its mission, attending and supporting events where necessary.

A commitment to education in the context of specialist vocational classical ballet training is essential, together with a commitment to diversity and inclusion.





RESPONSIBILITIES OF THE ROLE

Strategic Oversight & Compliance
Ensure the board fulfills its legal duties regarding safeguarding, maintaining compliance with KCSIE, OFSTED inspection standards, and the Charity Commission.

Oversee the annual review and update of the school's Safeguarding and Child Protection Policy, ensuring it accounts for specific dance-related contexts (e.g., physical touch/correction guidelines, visiting artists, and online safety).

Provide assurance that robust safer recruitment, vetting, and DBS verification practices are actively maintained for all permanent and self employed staff, and guest teachers/visitors.

Board Assurance & Scrutiny
Ensure safeguarding is a dedicated standing item on the board agenda. Work with the DSL to deliver clear, anonymised updates on trends, incidents, and actions taken to the full board.

Act as a critical support to the senior management team, asking probing questions to verify that on-the-ground safeguarding practices mirror official policy.

Provide board-level oversight in the event of serious allegations against staff, volunteers, or senior leadership, coordinating where necessary with external partners and local authorities.

Cultivating a Safe Culture in Dance
Ensure mechanisms exist for students (Years 6–11) to feel safe, listened to, and confident in reporting concerns, respecting the intense psychological pressures of vocational training.

Support an organisational culture that links safeguarding directly with the physical and mental health of the dancers, including healthy body image and safe rehabilitation practices.

Champion safeguarding training for the wider board, ensuring all trustees understand their collective legal accountability.

Person Specification

The candidate must have:

Significant experience and expertise in safeguarding and child protection, ideally within an education, social care, or clinical setting.

A professional background in therapy, psychology, mental health, or social work (highly desirable), with a strong understanding of the emotional and psychological needs of young people.

Knowledge of relevant statutory guidance, such as Keeping Children Safe in Education (KCSIE) and working together to safeguard children.

Strong analytical and questioning skills; ability to challenge the senior management team constructively whilst maintaining a collaborative and supportive working relationship.

Commitment to the Mission and Values of LVBS and passionate about supporting young dancers to reach their potential in a healthy, nurturing and safe environment.

Understanding and acceptance of the legal duties and responsibilities of trusteeship.

Ability to work as a team.



WHAT'S INVOLVED IN BEING A TRUSTEE

Reports To
Chair of Trustees/Board of Trustees

Time Commitment
Equivalent of one day per month. Trustees are also asked to commit to four Main Board meetings a year (2.5 hours) and four Safeguarding Subcommittees (1.5 hours). These meetings are currently held virtually. All trustees are expected to participate in discussions and make decisions as required.

Location
We are open to trustees from anywhere in the UK. Most meetings are currently held remotely.

Remuneration
This role is not accompanied by any financial remuneration although reasonable expenses may be claimed.
LVBS are committed to developing trustees and will invest in appropriate training.

Start Date
The ideal start date will be 1 January 2027 and we would like to ensure there is a good handover period prior to this.



NEXT STEPS

If you are interested in applying, please **complete and send our safer application form** along with an up-to-date, comprehensive CV and interest letter, explaining your suitability for the role to recruitment@londonvocationalballetschool.com.

All applicants must have the right to work in the UK. Thorough safeguarding checks, including criminal records and reference checks in line with our safer recruitment policy, will take place before the position is offered to an individual. LVBS is committed to promoting Equality, Inclusion and Diversity within our recruitment process and encourages applications from candidates of all backgrounds. If any candidate would like to have an initial discussion around the role, please contact us by e-mail.



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One Dance UK Member