



# DANCE EXPLOSION'S CHILD SAFETY POLICY AND "CODE OF CONDUCT"

As defined by the Children and Young Persons (Care and Protection) Act 1998:

- "Child" means a person who is under the age of 16 years
- "Young Person" means a person who is aged 16 years or above, but who is under the age of 18 years

Dance Explosion believes the following:

The welfare of children and young people is vital.

- All children and young people, regardless of age, culture, disability, gender, spoken language, racial origin, religious beliefs, and/or sexual identity, have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously, and responded to swiftly and appropriately.
- All staff working at Dance Explosion, both paid and unpaid (volunteers), have a responsibility to report concerns to Dance Explosion's directors, Nicola Hynson & Wendy Russell-Clarke.

## Policy Statement

Dance Explosion has a duty of care to safeguard all children and young people, involved in dance, from harm. All children and young people have a right to protection. Dance Explosion will endeavour to provide safety and protection for all children and young people involved in dance through adhering to our Child Safety Policy.

## Policy Aims

The aims of Dance Explosion's Child Safety Policy are the following:

- To promote good practice
- To provide children and young people with appropriate safety and protection
- To allow all staff/volunteers to make informed and confident responses to specific child protection issues

## Commitment to Child Safety

As a dance school, we are always committed to, and focused on, providing a safe community for all students and family members. We continuously aim for our students to feel safe, supported, respected, happy, and empowered.

The welfare of the children in our care will always be our priority, and we have a zero tolerance for abuse towards children and young people. This policy demonstrates our strong commitment to child safety, and provides the policies and practices developed to keep everyone safe from

harm, including abuse. It applies to all staff, volunteers, children, and individuals involved in our school.

### Children's Rights to Safety and Participation

Dance Explosion staff encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children to "have a say" about things that are important to them.

We teach children about what they can do if they feel unsafe. We listen to, and act on, any concerns children or their parents/carers raise with us.

### Valuing Diversity

We value diversity, and do not tolerate any discriminatory practices. We achieve this by applying the following practices:

- Promote the cultural safety, participation, and empowerment of all children and their families
- Promote the cultural safety, participation, and empowerment of children from culturally and/or linguistically diverse backgrounds and their families
- Welcome children with a disability and their families, and act to promote their participation

### Recruitment and Selecting Staff

Dance Explosion takes all reasonable steps to ensure it engages the most suitable and appropriate people to work with Children. All teachers employed at Dance Explosion are required to have a current Working With Children Check (VIC).

### Promoting Good Practice

Dance Explosion teachers will encourage the following:

- Treating all children and young people equally, and with respect and dignity
- Always putting the welfare of each child or young person as priority
- Building balanced relationships based on mutual trust, which empowers children to share in the decision-making process
- Making dance fun and enjoyable, and promoting fair play
- Involving parents/carers wherever possible
- Being an excellent role model
- Giving enthusiastic and constructive feedback rather than negative criticism
- Recognising the developments, needs, and capacities of children and young people
- Having consent from parents/guardians in relation to media release, photos, and videos
- Keeping a written record of any injury that occurs, along with the details of any treatment given

### Responding to Suspicions and Allegations of Abuse

It is not the responsibility of anyone working at Dance Explosion, paid or unpaid, to take responsibility or to decide whether child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities.

Dance Explosion will assure all staff/volunteers support and protect anyone who, in good faith, reports their concern that a colleague is or may be abusing a child or young person.

Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to the directors, Nicola Hynson & Wendy Russell-Clarke, who will take such steps as considered necessary to ensure the safety of the child in question, and any other children, who may be at risk.

Reporting a Child Safety Concern or Complaint

All Dance Explosion teachers, students, and families are supported to raise any concerns or complaints regarding any risks to a child’s safety, and any signs of abuse.

All concerns or complaints should be made directly to our directors, Nicola Hynson & Wendy Russell-Clarke, and will be resolved as soon as possible. Support will be offered to all people involved.

To make a report to Child Protection, a person needs to have formed a reasonable belief that a child has suffered, or is likely to suffer, significant harm as a result of abuse or neglect, and that their parent has not protected, or is unlikely to protect, the child from harm of that type. A reasonable belief does not require proof.

Reports will be made to the Child Protection Intake Service covering the local government area (LGA) where the child normally resides.

Telephone numbers to make a report during business hours are listed below:

*Monday to Friday | 8:45am – 5:00pm*

<i>North Division Intake</i>	<i>1300 664 977</i>
<i>South Division Intake</i>	<i>1300 655 795</i>
<i>East Division Intake</i>	<i>1300 360 391</i>
<i>West Division Intake</i>	<i>1300 664 977</i>

Please remember that, if you believe a child is at immediate risk, to call 000 as soon as possible.

Strategies to Minimise Risk

*Taking images of children*

Authorisation is given by a caregiver to have images taken of their child/children, and occasionally will be used to display on our website, social media, or advertising.

*Supervision of children*

Children are always supervised in class by the responsible teacher assigned to that class. The studio does not take responsibility for the child outside of the premises – this responsibility lies solely with the caregiver.

### *Physical contact*

Some physical contact may be deemed necessary to demonstrate dance-related exercises, and for personal correction, or if a member of staff needs to administer First Aid.

### *Protecting privacy and confidentiality*

All information given to the studio is strictly confidential. Information is given to the child's teacher where it is in the best interest of the child.

### Action Regarding Bullying

- Take all signs of bullying very seriously
- Encourage all children to speak and share their concerns
- Investigate all allegations, and act to ensure the victim/s is safe
- Speak with the victim/s and the bully or bullies separately
- Reassure the victim/s that you can be trusted, and will help them, although you cannot promise to tell no one else
- Talk with the bully or bullies, explain the situation, and try to get the bully or bullies to understand the consequences of their behaviour or actions
- Seek an apology to be given to the victim/s
- Inform the bully or bullies' parent/s
- Provide support for the teacher of the victim/s
- Encourage and support the bully/bullies to change their behaviour accordingly
- Inform all appropriate members of staff of the action taken