

## **Dance Desires Child Safe Standards Policy 2019**

This policy outlines our fundamental approach to the protection of children from abuse. It will be communicated via the Dance Desires website to the public, to our students and their families / guardians and to our staff.

All student families are required to acknowledge that they have read the policies and code of conduct rules on enrolment via Dance Desires online Student Enrolment Form. All Staff will undertake the appropriate training to educate them about the Child protection and Safety Policies and Procedures.

The following Child Protection and Safety Policy is in place to meet the guidelines set out in Standard 2 of the Victoria Child Safe Standards.

### [Child Protection and Safety Policy](#)

#### **Statement of Commitment to Child Safety**

Child abuse includes sexual offences, grooming for sexual abuse, physical abuse of a violent nature, damaging emotional or psychological harm, serious neglect and exposure to family violence.

Dance Desires is committed to protecting children from all forms of abuse and is committed to acting in the best interests of its students, their safety and well-being and to keep them from harm. Dance Desires commits to providing the resources and training required for compliance of child protection laws and regulations and to promote a safe culture within the Academy.

#### **Child Safe Principles**

Dance Desires is committed to child safety and the following values guide the development and review of our organisational work and teaching, practices, policies and procedures to protect children from abuse.

1. All children have the right to be safe
2. The welfare and best interests of the child are the priority.
3. The views of the child and a child's privacy must be respected
4. Clear expectations for appropriate behaviour from children and staff are detailed below in our Code of Conduct.
5. The safety of children is dependent upon the existence of a child-safe culture.
6. Child safety awareness is promoted and openly discussed within our community
7. Procedures are in place to screen all staff and third party contractors and external education providers who have direct contact with children
8. Child safety and protection is everyone's responsibility
9. Child protection training is mandatory for all staff and Direct Contact Volunteers
10. Procedures for responding to alleged or suspected incidents of child abuse are simple and accessible for all members of the School community

#### **Child Protection Program**

Dance Desires will endeavour to ensure its Child Protection Program is implemented and commit to review and update as required.

We will be proactive in identifying child safety risks based on the nature of our industry, physical environment and online platforms.

Our Child Protection Program relates to all aspects of protecting children from abuse and bullying and establishes work practices, policies and procedures to protect children from abuse.

It includes clear information as to what counts as child abuse, related key risk indicators, clear procedures for responding to and reporting child abuse allegations

## **Responsibilities**

All members of the staff, as well as direct and indirect volunteers, have a shared responsibility for contributing to the safety and protection of children.

- The Academy Principal

Dance Desires Principal will ensure appropriate resources are made available to allow the School's Child Protection and Safety Policy and the Child Protection Program to be effectively implemented within the school.

- Studio Administration Manager

The Studio Administration Manager, is nominated as the School's Child Safety Officer. They are the first point of contact for raising child protection concerns at the School. They are also responsible for advocating child protection at the school and assisting in coordinating responses to child protection incidents. All communication is confidential.

- Staff Members

All staff are required to be familiar with our Child Protection and Safety Policy and our Child Protection Program as well as their legal obligations regarding reporting child abuse. Staff members are required to recognise key risk indicators of child abuse, be vigilant and watchful and report any concerns to the Academy Principal or Studio Administration Manager

- Third Party Contractors

All Third Party Contractors (service providers) engaged by the School are responsible for contributing to the safety and protection of children in the School environment and are required to be familiar with the Child Protection and Safety Policy and our Child Protection Program as well as their legal obligations regarding reporting child abuse. Staff members are required to recognise key risk indicators of child abuse, be vigilant and watchful and report any concerns to one of Dance Desires Child Safety Officers.

- External Education Providers

All external education providers engaged by Dance Desires are responsible for contributing to the safety and protection of children in the studio environment. All external education providers are required to be familiar with the Child Protection and Safety Policy and our Child Protection Program as well as their legal obligations regarding reporting child abuse. Staff members are required to recognise key risk indicators of child abuse, be vigilant and watchful and report any concerns to the Academy Principal or Studio Administration Manager

## **Code of Conduct**

### Teachers

- Teachers will ensure that students are given the opportunity to learn and train in a safe, secure and nurturing environment
- Teachers will use positive, respectful language when teaching and give constructive feedback
- Teachers will instruct students regardless of talent or ability and encourage all students to extend themselves and continually improve their individual performance.
- Teachers will be punctual and prepared for their classes
- Teachers will respect the rights and privacy of students and faculty members

### Students

- Students are required to respect the rights and privacy of their fellow dancers and teachers.
- Students are required to respect Dance Desires property
- Students are required to be punctual to all classes and advise teachers if they will be absent
- Students are required to use appropriate respectful language around fellow students and teachers while at the Studio.
- Students are required to clean up after themselves and maintain neat and clean studios, and amenities.
- Student honesty is mandatory. Stealing is not tolerated and could result in expulsion from the school.

**Policy & Program Review**

Dance Desires is committed to the continuous improvement of our Child Protection Program. The Program will be regularly reviewed for overall effectiveness and compliance.