

# CHILD PROTECTION POLICY

## **Overview**

This policy describes the scope of obligations and commitment to the safety of children and young people that must be met and maintained at Cheryl Bradley Dance Studios (both as a physical space in the Clearview location, and as a community when conducting business or events on alternative premises) as a child safe environment.

This policy describes the roles and responsibilities of management, teachers, assistants, and volunteers in establishing and maintaining child safe environments.

This policy complies with the Children and Young People (Safety) Act 2017, Child Safety (Prohibited Persons) Act 2016 and aligns with the national Principals for Child Safe Organisation's. We value and respect children and young people and welcome them regardless of their abilities, sex, gender or social economic or cultural background and bullying and harassment will not be tolerated at Cheryl Bradley Dance Studios.

## **Scope**

This policy applies to all management, staff, assistant's, volunteers and contractors working onsite at Cheryl Bradley Dance Studios' Clearview location, and also when representing CBDS at offsite events.

## **Communication**

Issues affecting children and young people's safety and wellbeing are often complex. Successful interventions require carefully coordinated and communicated actions. Staff and volunteers will meet the following commitments, as required by their role:

Upon enrolment at CBDS parents or carers will be made aware of the studio's commitment to children's safety, the fact that some matters must be reported irrespective of parents' wishes and the use of the SA information sharing guidelines in preventing harm to children and young people.

This child and safety policy is available upon request and is provided to all staff as part of their induction following recruitment.

We encourage and respect the views of children and young people and involve them in decision making as appropriate. We provide clear age-appropriate or developmentally appropriate explanations to children and young people including their right to safety, their right to be listened to and that they can provide feedback or make a complaint if they have a concern. We will listen and act upon any complaints or concerns that a child or young person raises with us.

## **Code of Conduct**

- Staff and volunteers will follow the organisation's child safe policy at all times and take all reasonable steps to ensure the safety and protection of children and young people.

- Staff and volunteers will treat everyone including those of different race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes and religious beliefs with respect and honesty and ensure equity is upheld.
- Staff and volunteers will relate respectfully and protectively and be positive role models in all conduct with children and young people.
- Staff and volunteers have a responsibility to report against behaviours that compromise the safety or wellbeing of children and young people.

## **Recruitment**

As an organisation we will ensure to only engage the most suitable people to work or volunteer with children and young people.

We maintain that we meet the requirements of the Child Safety (Prohibited Persons) Act 2016 which requires management, staff and all volunteers have a current 'not prohibited' Working with Children Check (WWCC) issued by the DHS Screening Unit.

We will verify the accuracy of the WWCC before employing workers to work with children and young people, and for existing employees, we will verify they renew their WWCC every 5 years and the status remains not prohibited.

## **Training, supervision and support for workers**

Staff and volunteers will receive training that explains their role and responsibilities for children's safety and wellbeing and outlines how those responsibilities should be met with sensitivity and purpose. The training will cover the obligations underpinning a child safe environment and will include the role of a mandated notifier under Sections 30 and 31 of the *Children and Young People (Safety) Act 2017*.

## **Principles**

Protecting the safety and wellbeing of children and young people is a fundamental responsibility that cannot be compromised by other considerations.

Children and young people have a right to:

- be treated with respect and to be protected from harm.
- be asked to express their views and wishes about matters affecting their lives and to have those views appropriately considered by adults .
- feel and be safe in their interactions with adults and other children and young people understand, as early as possible, what is meant by 'feeling and being safe'.
- the support of school based counsellors or designated staff in their education or care environment whose role includes being an advocate for their safety and wellbeing.

Children and young people are entitled to the rights above irrespective of their special needs, gender, race, sexual orientation or cultural, religious or family circumstances.

Preventing and intervening in the abuse and neglect of children and young people are moral and legal obligations. They contribute to improving safety and health of current and future generations.

## **Roles and responsibilities**

### **Studio management**

The Director of Cheryl Bradley Dance Studios and Assistant Manager must ensure:

- screening of adults working or volunteering at the studio complies with the approved screening policy .
- volunteers receive approved child protection induction which is recorded at the studio.
- concerns raised about staff or volunteer conduct are responded to in accordance with approved protective practice guidelines.
- emerging staff performance concerns are responded to proactively staff follow all record keeping requirements.
- teachers, assistants, and staff in designated advocacy positions can fulfil their roles and access required training, counselling and advocacy networks.
- conduct and practice at the studio service is monitored to ensure it meets the obligations outlined in this policy.
- ongoing monitoring of their compliance with this policy and will, when required, provide reports on elements of that compliance.

### **Staff (Teachers)**

Staff must:

- act in accordance with the obligations outlined in this policy.
- raise concerns when barriers or threats to the protection of children and young people's safety and wellbeing are identified, including through the conduct of other adults at the studio.

### **Volunteers**

Volunteers must:

- act in accordance with the obligations outlined in this policy and the approved child protection induction for volunteers .
- raise concerns when barriers or threats to the protection of children and young people's safety and wellbeing are identified, including through the conduct of other adults at the education or early childhood service.