

Stage 29 Studios



CHILD SAFE POLICY



Stage 29 Studios aspires to create a safe space for all of its participants.

This policy was written to demonstrate the strong commitment of management, staff and Dancestep students to child safety, and to provide an outline of the policies and practices we have developed to keep everyone safe from any harm, including abuse.

Commitment to Child Safety

All children who come to Stage 29 Studios have a right to feel and be safe. The welfare of the children in our care will always be our first priority and we have a zero tolerance to child abuse.

We strive to create a child safe and child friendly environment where children feel safe, happy, valued and empowered to share and participate in classes and enjoy the aerial arts, dance and creativity.

This policy was developed in collaboration with our staff, the children who use our services and their parents. It applies to all staff, Dancestep students, children and individuals involved in our organisation.

Children's rights to safety and participation

Stage 29 Studios staff and Dancestep students encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We are committed to the holistic development of the children in our care and endeavour to incorporate discussions, workshops, displays and good teaching practice on health and wellbeing. This includes physical, mental, social and emotional wellbeing.

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

Valuing diversity & Inclusion

We not only value, but champion diversity & inclusion and we do not tolerate any discriminatory practices.

To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal 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 and empowerment
- welcome gender diverse children and their families and act to promote their participation and empowerment
- welcome all body types to participate in activities and focus on body positivity and empowerment
- welcome all skill levels to participate and empower all individuals
- seek appropriate staff from diverse cultural backgrounds.

Recruiting staff

Stage 29 Studios applies the best practice standards in the recruitment and screening of staff. We interview and conduct referee checks on all staff and require Working with Children Checks for relevant positions. Our commitment to Child Safety and our screening requirements are included in all advertisements.

We are committed to finding staff that uphold our values. Whilst we believe that discipline is important in aerial arts and dance training industry, this does not involve yelling in a demeaning manner or isolating, threatening, bullying or victimising students. We will stop classes and remove a staff member should we feel their behaviour is inappropriate.

Supporting staff and Dancestep Students

Stage 29 Studios seeks to attract and retain the best staff and Dancestep students. We provide support so people feel valued, respected and fairly treated.

We have developed a Code of Conduct to provide guidance to our staff and Dancestep students, all of whom receive training on the requirements of the Code.

We also have a student Code of Conduct that provides very clear expectations for appropriate behaviour in class and this is communicated directly to students.

In addition to this we have a parent/guardian Code of Conduct and a visitor Code of Conduct. Parents are an important part of our community and should always feel their children are safe. We expect all parents and guardians to uphold the child safe standards and code of conduct.

Communication

Stage 29 Studios is committed to encouraging staff, children and parents to raise any concerns or provide their views on the wellbeing of children involved with our organisation.

Reporting a child safety concern or complaint

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously. All allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning.

Our staff and Dancestep students are provided with training & education on child abuse risks. We are committed to continually improving our facilities to ensure the safety of our children and young people and we proactively work to remove all risks of child abuse.

We are aware of the inherent risks associated specifically with dance schools and we continue to evaluate these risks and implement solutions to keep our young people safe.

Reviewing this policy

This policy will be reviewed every 12 months and we undertake to seek views, comments and suggestions from children, parents, carers, staff and Dancestep students.

Stage 29 Studios Code of Conduct

Consequences of Breaching the Code of Conduct

Staff, Dancestep students or contractors who breach this Code of Conduct may be subject to disciplinary actions that could include enhanced supervision, appointment to an alternate role, suspension or termination from the organisation.

Code of Conduct Agreement - Staff & Volunteers

All Stage 29 Studios staff & Dancestep students are responsible for promoting the safety and wellbeing of children and young people by agreeing to and adhering to the below standards of behaviour.

All personnel of Stage 29 Studios are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to all relevant Australian and Victorian legislation, Stage 29 Studios' Child Safe Policy and other organisational policies
- complying with Stage 29 Studios' guidelines on physical contact with children
- raising concerns with management if risks to child safety are identified in any of the activities, facilities, structures, procedures or staffing practices at Stage 29 Studios
- take all reasonable steps to protect children from abuse
- report and act on any behavioural complaints, concerns or observed breaches regarding this Code of Conduct

- report any concern, allegation, disclosure or observation of child abuse to the relevant person or authority as outlined in Stage 29 Studios' reporting procedure and in line with mandatory reporting requirements, including the Reportable Conduct Scheme
- respect the privacy of children and their families by keeping all information regarding Child Protection concerns confidential, only discussing information with the relevant people to follow reporting procedure
- treat ALL with respect, regardless of age, race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion, national, ethnic or social origin, culture, property, disability or other status
- listen to and value children and young people's ideas and opinions and encourage them to participate in all relevant organisational activities
- welcome all children and their families and carers by being inclusive
- actively promote cultural safety and inclusion
- listen to children and respond to them appropriately
- conduct myself in a manner consistent with the values of Stage 29 Studios
- work with children in an open and transparent way – other adults should always know about the work being done with children
- observe professional boundaries with children at all times, including when seeing a child from Stage 29 Studios outside the workplace. unconditionally support the health and safety of all children at the studio
- positively impact the lives of all children in my classes.
- report any incidents of bullying or abuse immediately to the Stage 29 Studios Management
- discuss any concerns privately and calmly with the Stage 29 Studios Management as soon as they arise
- be a positive member of the studio's community and offer support where possible

Staff and Dancestep Students must not:

- condone or participate in behaviour with children that is illegal, unsafe or abusive
- seek to use children in any way to meet the needs of adults
- ignore or disregard any concerns, suspicions or disclosures of child abuse
- exaggerate or trivialise child abuse issues
- use hurtful, discriminatory or offensive behaviour or language with children
- discriminate on the basis of age, sex, gender identity, race, culture or sexual orientation
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention
- exchange personal contact details such as phone numbers, social networking details or email addresses with children
- have unauthorised contact with children and young people online, on social media or by phone
- use any computer, mobile phone, or video or digital camera to exploit or harass children
- force a child to dance injured or sick
- speak negatively about the staff, teachers or studio in a way that creates a toxic and unhealthy environment
- Speak negatively about students or to students
- Post pictures of children publicly via social media or any other platforms without the express consent from a parent or guardian
- threaten staff, students, parents or other teachers in any way
- Leave a child unattended at any time
- Put children at risk of abuse eg: locking a door
- Use inappropriate Language in the presence of children

Staff/DanceStep Student Declaration

I have read this Code of Conduct and agree to abide by it at all times.

Staff/Dancestep Student Date

Signature

Manager Date

Signature

Name of Witness Date

Signature



Code of Conduct Agreement - Parents/Guardians

As a Stage 29 studios parent or guardian I have a shared responsibility for promoting the safety and wellbeing of all children and young people by agreeing to and adhering to the below standards of behaviour:

I will

- unconditionally support the health and safety of all children at the studio
- speak with respect to all children, staff and teachers
- not yell
- not use indecent language
- not use abusive tone
- not single out
- report any incidents of bullying or abuse immediately to the Stage 29 Studios Management
- allow staff and teachers to make decisions in the best interest of the students. I will discuss any concerns privately and calmly with the teacher and/or Stage 29 Studios Management.
- encourage my child(ren) and other children at the studio in a positive and supportive manner
- be a positive member of the studio's community and offer support where possible
- keep children home from dance class if they are unwell or injured and seek appropriate medical advice
- communicate directly with staff of a students absence and provide detailed information of illness or injury if appropriate and has an impact on their lessons or other children
- work with the studio to manage my child's injury in a positive and supportive way

- be a positive member of the studio's community and offer support where possible
- keep children home from dance class if they are unwell or injured and seek appropriate medical advice
- communicate directly with staff of a student's absence and provide detailed information of illness or injury if appropriate and has an impact on their lessons or other children
- work with the studio to manage my child's injury in a positive and supportive way
- follow all codes of conduct in place for special events including concerts
- collect my child(ren) from classes and rehearsals on time and communicate with staff directly if I am going to be late

I will not

- force my child(ren) to attend if they do not want to
- force my child to attend injured or sick
- speak negatively about the staff, teachers or studio in a way that creates a toxic and unhealthy environment
- post pictures of other children publicly via social media or any other platforms.
- threaten staff, students or teachers in any way
- touch another student in an aggressive or abusive way
- behave in a competitive manner in front my child(ren) or other children within or outside of the studio including on social media platforms

Parent/Guardian Declaration

I have read this Code of Conduct and agree to abide by it at all times.

Parent/Guardian 1 Date

Signature

Parent/Guardian 2 Date

Signature

Name of Witness Date

Signature

