



## **Child Safe Policy**

This Child Safe Policy was written to demonstrate the strong commitment of the Principal, Staff & Volunteers of Sharon Saunders Dancers 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 Sharon Saunders Dancers have a right to feel and be safe. The welfare of children in our care will always be our first priority and we have a zero tolerance to child abuse or bullying. We aim to create a child safe and child friendly environment where children feel safe and have fun.

The policy applies to all staff, volunteers, children and individuals in our school.

### **Children's rights to safety and participation**

Sharon Saunders Dancers staff and volunteers 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 teach children about what they can do if they feel unsafe. We listen to and act on any concerns children or their parents, raise to us by consultation with involved parents or appropriate authorities if needed. If appropriate, we will speak to children too.

### **Valuing diversity**

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- Promote the cultural safety, 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.
- Seek appropriate training when needed to support these children.

## **Recruiting staff and volunteers**

Sharon Saunders Dancers applies the best practice standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks of staff for valid positions. All staff and volunteers 18 years & over require a valid working with children check. Our commitment to Child Safety and our screening requirements will be included in all job advertisements.

## **Supporting staff and volunteers**

Sharon Saunders Dancers seeks to attract and retain the best staff and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our parents, students, staff and volunteers. Our staff will receive regular training on the requirements of the Code. Parents, students, staff and volunteers can refer to our Code of Conduct in our Handbook, Members section of our Website, SSD App and Enrolment Pack.

## **Reporting a child safety concern or complaint**

Our Principal, Sharon Saunders has been appointed as Child Safety Person with the responsibility for responding to any complaints made by staff, volunteers, parents or children.

## **Risk Management**

We recognize 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. In addition to general occupational health and safety risks. We proactively manage risks of abuse to our children.

## **Reviewing this policy**

This policy will be reviewed after 1 year and then reviewed every 2 years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers.

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