



## **ASPECT MOTION SCHOOL OF DANCE AND O'CONNOR SCHOOL OF IRISH DANCE CODE OF CONDUCT**

*All children and young people regardless of their age, gender identity, sexual orientation, ethnicity, religious beliefs, ability and family background who come to Aspect Motion School of Dance and O'Connor School of Irish Dance have the right to be protected from harm and to be treated with dignity and respect. We are an inclusive organisation that recognises and respects diversity, and we are committed to proactively supporting and building the cultural safety and inclusion of all children and young people at Aspect Motion and O'Connor. We aim to create a child safe and child-friendly environment where children feel safe and have fun while enjoying learning dance and performing arts.*

*We recognise the distinctive history and experience of Aboriginal and Torres Strait Islander people, and respect and observe their cultural rights. We are committed to creating a culturally safe and inclusive environment in which the diverse and unique identities, experiences and cultural rights of Aboriginal and Torres Strait Islander children and young people are respected and valued.*

*As a child safe organisation, we are committed to providing welcoming, safe and accessible environments where all children and young people feel valued, are listened to, and are genuinely considered and involved in decisions that affect their lives.*

This Code of Conduct identifies positive child safe behaviours that we ask all staff and volunteers to demonstrate. It also identifies behaviours that we consider unacceptable and not permitted at our school.

Not following standards of acceptable and unacceptable behaviour is a breach of this Code of Conduct and may result in disciplinary action. Some behaviours on their own may not be a serious breach of the Code of Conduct but together may indicate a concerning pattern of behaviour that poses a risk to the safety of children.

All Aspect Motion and O'Connor staff and volunteers must always follow these standards of behaviour, including when at the Aspect Motion and O'Connor studio, attending a competition or performance, in our online classes and when engaging with Aspect Motion and O'Connor students and their families at any time.

### **I WILL:**

- take all reasonable steps to protect children from abuse
- take disclosures of harm or abuse made by a child seriously
- raise concerns with management if risks to child safety are identified. Report and act on any concerns or observed breaches of this Code of Conduct
- participate in all compulsory training and professional development including training on child safety and wellbeing
- treat all children and young people with respect, regardless of race, sex, gender identity, sexual orientation, language, religion, political or other opinion, nationality, cultural background, financial situation, disability or other characteristics.
- consider the different needs of all children at Aspect Motion and O'Connor, support them to participate fully in programs and help them and their families feel included in the school.
- make Aboriginal children and families feel included and welcome at Aspect Motion and O'Connor and support Aboriginal children to express their culture and enjoy their cultural rights

- never be racist towards anyone at Aspect Motion and O'Connor and report any instances of racism I become aware of
- help Aspect Motion and O'Connor be a place where people of all cultures feel safe and included
- listen to children and respond to them if they feel unsafe.
- value children and young people's ideas and opinions
- promote friendships and encourage children and young people to support their peers
- involve children and young people in decisions about the activities they participate in at Aspect Motion and O'Connor and welcome the participation of parents and carers in these decisions
- report any conflicts of interest I have (such as an outside relationship with a child) that may affect my ability to perform my role
- respect the privacy of children and their families, including keeping all personal information confidential unless required by law to share it
- inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct (such as driving a child to a performance or competition or undertaking one-on-one training sessions)
- ensure breaches of this Code are reported to our Child Safety Person immediately
- comply with all relevant Australian and Victorian legislation and our child safe policies and procedures
- uphold the rights of the child and always prioritise their needs.

#### **I WILL NOT:**

- condone or participate in illegal, unsafe, abusive or harmful behaviour towards children – this includes physical violence, sexual abuse, emotional or psychological abuse, grooming, neglect or sexual misconduct
- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm
- exaggerate or trivialise child abuse issues
- use hurtful or offensive behaviour or language with children
- fail to report information to police if I know a child has been abused
- touch children in a way that is unnecessary or unsuitable and falls outside what is reasonable to teach performing arts or otherwise engage in the activities of Aspect Motion and O'Connor
- persistently criticise and/or denigrate a child
- deliberately prevent a child from forming friendships
- verbally assault a child or create a climate of fear
- offer children and young people alcohol, cigarettes or other drugs
- show children pornographic images
- share details of sexual experiences with a child
- use sexual language or gestures in the presence of children
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves such as changing clothes
- develop 'special' relationships with specific children or show favouritism through the provision of gifts or unnecessary or unsuitable attention
- have unauthorised contact with children and young people online, on social media or by phone
- take photographs, screenshots or share images of children involved in activities that are not authorised by Aspect Motion and O'Connor
- be alone with a child when there is no professional reason for doing so
- engage in babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment)
- enter changing facilities without first knocking.
- If I suspect that this Code of Conduct has been breached by another person in the organisation:

#### **I WILL:**

- act to prioritise the best interests of the child or children
- promptly take actions to ensure the child or children are safe
- as soon as possible report the incident or concerns using the Aspect Motion and O'Connor complaints process
- maintain the privacy of those involved, following Aspect Motion and O'Connor record keeping, privacy and information sharing guidelines.

Complaints about a breach of this Code of Conduct must be reported to our Child Safety Person, Tracy Coumts. Tracy can be contacted on her mobile: 0481 060 631, or via her email: [tracy@aspectmotiondance.com](mailto:tracy@aspectmotiondance.com) or [tracy.oconnoririshdance@gmail.com](mailto:tracy.oconnoririshdance@gmail.com)

Some breaches of this Code of Conduct may need to be reported to the Victorian Police, or to the Commission for Children and Young People. Our Complaint Handling Policy provides more information about our reporting obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report. The policy can be found by asking Tracy. It is also available as a link on our website.

Staff and volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension or termination from the organisation. Detailed descriptions of breaches are found in our Child Safety and Wellbeing Policy. This can be found by asking Tracy. It is also available as a link on our website.

**PLEASE NOTE:**

- If any person in a position of authority within our organisation becomes aware of a substantial risk that a child may become the victim of a sexual offence committed by an adult associated with the organisation (for example, an employee or volunteer), and they have the power or responsibility to reduce or remove the risk, then they must take all reasonable steps to do so.
- A person in authority who negligently fails to take appropriate action to address the risk may be charged with the criminal offence of 'failing to protect' and may face a term of imprisonment.
- If an adult reasonably believes a sexual offence has been committed by an adult against a child under the age of 16, they must report it to Victoria Police by calling 000 or going to their local police station.
- Failure to disclose the information may be a criminal offence.

**Call 000 without delay if child is in immediate danger**

I have read this Code of Conduct and agree to abide by its terms.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_