



# Child Safe Policy

Heading	What to include
<b>Policy title</b>	Child Safe Policy
<b>Purpose</b>	<p>The intention of this policy is to:</p> <ul style="list-style-type: none"><li>● create conditions to reduce the likelihood of children being harmed</li><li>● creates conditions that increase the likelihood of identifying and reporting harm</li><li>● demonstrate commitment to the safety and welfare of children and young people</li><li>● minimise the risk of abuse, misconduct and misuse of positional power</li><li>● inform all staff and volunteers of their obligations and responsibilities in keeping children safe.</li></ul>
<b>Scope and audience</b>	<p>Who does this policy apply to?</p> <p>This may include:</p> <ul style="list-style-type: none"><li>● people in leadership roles</li><li>● teachers</li><li>● volunteers</li><li>● contractors</li><li>● children and young people</li><li>● families, carers and communities.</li></ul> <p>What does this policy apply to?</p> <ul style="list-style-type: none"><li>● All activities that relate to children including class, rehearsal, performance, media and photography.</li></ul>
<b>Responsibilities</b>	<p>Everyone working with children in the organisation shares responsibility for their care including leaders, staff, contractors and volunteers.</p> <p>Creating and maintaining a child safe organisation requires strong leadership. It is an ongoing process where all staff need to learn, monitor and review.</p>
<b>Definitions</b>	<p>Children and young people: 'Children' refers to all children and young people under the age of 18.</p> <p>Abuse: Child abuse is any behaviour that harms a child (in this case anyone under 18). It can take many forms, including physical, sexual and emotional abuse, as well as neglect and exploitation.</p> <p>Reporting thresholds: The threshold for making a notification to the Office of the Children's Guardian is that a reportable allegation has been made – that is, there is an allegation that an employee has engaged in conduct that may be reportable conduct or that they are the subject of a conviction that is considered a reportable conviction.</p> <p>Staff: 'Staff' refers to all employees, volunteers and contractors.</p>

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<p><b>Content</b></p>	<p>Dance Dr. is committed to supporting the emotional, psychological and physical safety of each young person in our care.</p> <p>Children will be supervised by an approved adult at all times while at Dance Dr. or in Dance Dr. related activities.</p> <p>Drop offs and pickups are the responsibility of the parent/ carer, with Dance Dr.'s duty of care beginning in the Dance studio.</p> <p>Online communication is permitted through use of email and closed social media groups in which parents/ carers of each child are present and witness. Communication should be limited to topics that are directly relevant to the program and not inappropriate conversations including personal</p> <p>Members of the company (children and parents/ carers) are permitted to cite Dance Dr. on social media and publish Dance Dr. images if they wish. Dance Dr. seeks formal written permission in the contract prior to commencement to publish images of children engaged in the program on social media. Parents/ carers are able to change permissions given at any time.</p> <p>Photography will take place for the purposes of marketing and portfolio building and recording will take place for archival purposes. All digital media will be stored securely on a private Drive with access granted to the children, their parents/ carers.</p> <p>Physical contact with children will be required in the course of dance teaching however contact will be preceded with verbal consent and should be limited to corrections that are absolutely necessary to achieve safe dance practice.</p> <ul style="list-style-type: none"> <li>● change room etiquette</li> <li>● out-of-hours contact/professional boundaries</li> <li>● illness and injury management</li> </ul>
<p><b>Related documents (if not covered fully in the policy)</b></p>	<ul style="list-style-type: none"> <li>● Code of Conduct:</li> <li>● Child Safe Risk Management Plan</li> </ul>

Heading	What to include
<b>Related legislation, regulations and standards</b>	<ul style="list-style-type: none"> <li>● <i>Children’s Guardian Act 2019</i></li> <li>● <i>Child Protection (Working with Children) Act 2012</i></li> <li>● <i>Child Protection (Working with Children) Regulation 2013</i></li> </ul> <p>Child Safe Standards</p> <ul style="list-style-type: none"> <li>- STANDARD 1 Child safety is embedded in organisational leadership, governance and culture</li> <li>- STANDARD 2 Children participate in decisions affecting them and are taken seriously</li> <li>- STANDARD 3 Families and communities are informed and involved</li> <li>- STANDARD 2 Children participate in decisions affecting them and are taken seriously</li> <li>- STANDARD 4 Equity is upheld and diverse needs are taken into account</li> <li>- STANDARD 5 People working with children are suitable and supported</li> <li>- STANDARD 6 Processes to respond to complaints of child abuse are child focused</li> <li>- STANDARD 7 Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training</li> <li>- STANDARD 8 Physical and online environments minimise the opportunity for abuse to occur</li> <li>- STANDARD 9 Implementation of the Child Safe Standards is continuously reviewed and improved</li> <li>- STANDARD 10 Policies and procedures document how the organisation is child safe</li> </ul>
<b>Publication</b>	<p>The policy will be published via:</p> <ul style="list-style-type: none"> <li>● website</li> <li>● staff meetings and public meetings</li> <li>● inductions and training</li> </ul>
<b>Review</b>	<p>The policy will be reviewed annually and after any critical incidents.</p> <p>Lucy Eaton is to complete the review on 29th August 2023 in consultation with children and young people involved in the organisation to evaluate the reverification of WWCC of paid staff and employees and the effectiveness of the Code of Conduct.</p>

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