

CHILD SAFE POLICY

Our commitment as a Child Safe Organisation

N2 Dance Productions is committed to providing a space where children can dance free from harm, danger and abuse. This Child Safe Policy is our commitment in ensuring our studio, staff and volunteers maintain a child safe environment, compliant with the obligations under the Children and Young Persons (Care and Protection) Act 1998

Policy Review

This policy and any subsequent policy will be reviewed annually. We do this to ensure the safety of children and young people in our care. We also are aware of legislative changes that continually amend and alter the action required or our responsibilities.

Isabella Nikodinovski is our Child Safety Officer and can be contacted via the following:

0422 939 749 or info@n2dance.com.au



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RECRUITING THE RIGHT PEOPLE

In order to uphold our values as a child safe organisation, we screen all potential candidates for any role in our business including (but not limited to) teaching and admin staff, volunteers and external contractors. In New South Wales, anyone engaged in a child related role, paid or otherwise, must obtain a Working with Children Check. In our screening process, we verify all Working With Children Checks and these are subsequently reviewed on an annual basis.

All staff undertake regular training to ensure they understand and comply with any updates to our policies. Staff are also directed to external resources including;

- Kid's Guardian Child Safe Training
- Kid's Guardian Child Safe Standards
- Children and Young Persons (Care and Protection) Act 1998
- NSW Office of Sport Training



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HARASSMENT AND BULLYING

At N2 Dance Productions we agree to uphold the principles of equal employment opportunity and maintain a work environment free from discrimination, harassment, workplace bullying and victimisation for all staff and to all that visit or attend our studio. We take these matters very seriously and encourage any individual or parent/career to report incidents to the teachers. If the matter involves the teacher we request the matter to be raised with our Director, Isabella Nikodinovski, for a swift response and intervention.

CHILD'S PARTICIPATION

N2 Dance Productions understands that building a relationship on trust is the best way of having children and young people communicate concerns of feeling unsafe. We encourage all students to share their concerns and will act upon these wherever possible. We respect the views and suggestions that students and young people express. Our objective is to ensure our studio and community is safe for all children and young people.



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RESPONDING TO SUSPICION THAT A CHILD MIGHT BE AT RISK

At N2 Dance Productions all children and young people are able to express their views and are provided opportunities to participate in decisions that affect their lives.

N2 Dance Productions has instructed all Staff to follow processes set out for mandatory notifiers. For this reason we have created our policy to notify any suspicious behaviour of abuse or neglect. Staff have been instructed to report any suspicious behaviours in the first instance to Director and Child Safety Officer, Isabella Nikodinovski.

Staff or a director will then report the incident or suspicion to the Child Protection Helpline on 132 111 as soon as reasonably practicable. If we believe a child or young person is in immediate danger a report will be issued to NSW Police.



This studio is **Accredited**

What does this mean for you as a parent?

1

The **safety of your child** is our highest priority, and this studio has a Child Safe Policy in place

2

All our staff have current **Working With Children Checks** (or equivalent)

3

All our teachers are committed to relevant best practice, including **Safe Dance Practice / Performing Arts Standards**

4

We meet all standards of **Dance Arts Alliance**