

BACKSTREET DANCE

This is where you come alive!

Child Safe Policy

We believe that all children and people who participate at backstreet dance should be given the right to a safe and happy dance experience. We support and respect our children, adult, staff, volunteers and students.

Title:	<i>Backstreet Dance</i> Child Safe Policy
Introduction:	Our policy is designated to guide staff, volunteers and students on how to behave with children and students in our organisation. This policy prioritises the focus on encouraging child and student participation in the safety of Backstreet Dance studios.
Support for children's participation:	Children and students are supported at Backstreet Dance. We listen to children and student's perspective, we respect others viewpoints and involve them in decisions, especially on affairs that directly affect them.
Support for staff, volunteers and students:	We encourage respect, fairness and consideration for all staff, volunteers and students. All staff and volunteers have a senior mentor assigned to them to support and supervise their work. All students have qualified personals supporting and supervising their learning in the class environment and around the studio. It is valued that all new staff, volunteers and students have access to the Child Safe Policy, Code of Conduct and Dealing with Complaints process. (See the Backstreet POLICIES page on the website)

Studio: 170-182 Mayers Street, Manunda | **Postal:** PO BOX 275, Bungalow QLD 4870

Mobile: 0407 995 182 | **Email:** info@backstreetdance.com.au

Backstreet Dance | **Directors:** Deborah & Jeffrey Storer | **ABN:** 64 075 206 274



www.backstreetdance.com.au

<p>Recruitment:</p>	<p>Statement: Our organisation maintains a thorough and consistent recruitment, and selection process.</p> <p>Practice: In this process there is a strict criteria for being a part of the Backstreet Team. All Teachers, Assistant Teachers, Student Teachers and employees have to be positive, committed and most of all passionate about what they do. This ensures everyone has a great time and gains confidence. All Teachers have Blue Cards, are trained in First Aid (regularly) and have suitable experience/qualifications to teach/assist (eg. Cert III in Dance or Cert IV in Dance Teaching & Management or equivalent inhouse training). We also have an intensive Teacher Training Program for new and current Teachers in our Dance Studio so that the whole team are in alignment with the philosophy of Backstreet. This is important to the success of everyone involved at Backstreet. Teachers regularly travel to keep up to date with the latest choreography, safe teaching practices, effective teaching strategies and other important news that relates to the Dance Industry. Most importantly, Backstreet operates in accordance with the Australian Dance Council's Code of Ethics. We also have in place, according to law, a Risk Management Plan to ensure we offer a safe place for students and parents to attend.</p>
<p>Dealing with complaints:</p>	<p>We, here at Backstreet Dance, are committed to providing a fun, safe and clean environment for all Students, family and staff. We ask all who enter our vibrant studio follow and respect our values and ethics that we declare as fundamental guidelines stated below; all staff have been trained and instructed to enforce these policies and procedures. We believe everyone in our organisation should report any concerns or questions about the safety or welfare of a child, young person, adult, visitor and students immediately. Everyone at Backstreet Dance has the right to be confident that complaints will be handled honestly and fairly. Additionally, everyone should be confident reporting inappropriate behaviour around kids.</p> <p>Who to report to</p> <p>All complaints must be reported formally to Backstreet Dance directors Deborah Storer and/or Jeff Storer submit to them a complaint form or contact 0407 995 182 to learn about accessing a complaint form. Please note that a child or young person, or any staff member/volunteer/student can make a complaint, or raise a concern directly to Deb or Jeff as Child Safety</p>

Studio: 170-182 Mayers Street, Manunda | **Postal:** PO BOX 275, Bungalow QLD 4870

Mobile: 0407 995 182 | **Email:** info@backstreetdance.com.au

Backstreet Dance | Directors: Deborah & Jeffrey Storer | **ABN:** 64 075 206 274



www.backstreetdance.com.au

	<p>Contact Persons.</p> <p>Complaint action plan</p> <p>After a complaint is submitted or notified to the child safety contact person/s they will take the following action:</p> <ul style="list-style-type: none"> - Listen to the person making the complaint and make a confidential record of the complaint using the complaint form. - In the case of an allegation of child abuse, Backstreet Dance will report to relevant state government department. Inform everyone involved in the complaint about the requirement to make this report. -If the complaint involved inappropriate behaviour and a breach of the Code of Conduct, the manager/leader will need to take action in accordance with the internal procedure as outlined in Backstreet Dance policies. <p>To ensure protection and support of complaints it is important staff are trained to support the complaint process to help secure and protect client confidentiality as well as understand the legal/ethical obligations involved. Additionally, complaints handled by staff that are not managers or directors will be supervised and guided by qualified management and/or directors to ensure consistency and positive outcomes.</p>
<p>Communication:</p>	<p>Communication will be shared and annually updated (via the Backstreet Dance child safety police available on the website) to meet legal and industry standards to support child safety. When child safety information is updated and or information changes appropriate staff and persons will be contacted and communicated to including students, parents, children and visitors where applicable.</p>
<p>Review date:</p>	<p>It is set for the policies and guideline to be reviewed annually or more frequently if required due to changes in child safety research and information. When reviewed comments and suggestions will be incorporated from children, young people, adults, parents, staff, volunteers, visitors and students.</p>



--	--

Backstreet Dance

Studio: 170-182 Mayers Street, Manunda | **Postal:** PO BOX 275, Bungalow QLD 4870
Mobile: 0407 995 182 | **Email:** info@backstreetdance.com.au
Backstreet Dance | **Directors:** Deborah & Jeffrey Storer | **ABN:** 64 075 206 274



www.backstreetdance.com.au