



DanceStruck Code of Conduct

All staff, volunteers and board members of DanceStruck are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personnel of DanceStruck are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- Adhering to DanceStruck child safe policy at all times / upholding DanceStruck statement of commitment to child safety at all times;
- Taking all reasonable steps to protect children from all forms of abuse;
- Treating everyone with respect. Respecting the policies of DanceStruck as best practise;
- Listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another;
- Promoting the safety, participation and empowerment of all children regardless of cultural backgrounds and or abilities;
- Ensuring as far as practicable that adults are not left alone with a child. All private lessons must be conducted with windows and where appropriate doors open. Parents have an option of sitting in on the private lesson. Classes will be regularly visited by staff of DanceStruck;
- Reporting any allegations of child abuse to DanceStruck Child Safety Officer Lorraine White, and ensure any allegation to reported to the police or child protection;
- Reporting any child safety concerns to DanceStruck Child Safety Officer Lorraine White;
- If an allegation of child abuse is made, ensure as quickly as possible that the child is safe;
- Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them;
- Adhere to enrolment conditions that include the provision of prompt pick up & drop off times, adhere to financial commitments of enrolments & adhere to positive support of their child's dance efforts and endeavours.

Staff and volunteers must not:

- Develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children);
- Exhibit behaviours with children which may be construed as unnecessarily physical. It is understood that physical contact in the dance environment is important, for example correcting a child's position of arms or feet however this will be appropriate physical contact with no sexual or abusive intention;
- Put children at risk of abuse (for example, by locking doors);
- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes;
- Engage in open discussions of an adult nature in the presence of children;
- Use inappropriate language in the presence of children;
- Express personal views on cultures, race or sexuality in the presence of children;
- Discriminate against any child, including because of culture, race, ethnicity or disability;
- Attend work under the influence of drugs or alcohol or discuss the use of these with children;
- Have contact with a child or their family outside of our organisation.(eg no babysitting/party appearances (Accidental contact, such as seeing people in the street, is appropriate);
- Have any online contact with a child or their family (eg: Staff are NOT allowed to "like/follow" a student/parents FB pages or similar);
- Ignore or disregard any suspected or disclosed child abuse;
- Yell or use negative terms when teaching or treating children in a demeaning manner;
- Ignore, threaten, isolate, bully or intimidate children;
- Photography and filming of DanceStruck activities for dance records and or as a learning tool must be authorised by our Principal Catherine Fennell;
- Social Media posts by teachers, staff, parents & students must not be posted from our studios without consent. Our public image is representing all our collective values – we must ensure our public image is in good taste and appropriate at all times.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to DanceStruck Child Safety Officer Lorraine White.

Failure to Comply With This Code of Conduct Where a staff member (teaching and non-teaching), casual relief staff, volunteers, contractors, parents or carers are suspected of breaching any obligation, duty or responsibility within this Policy, DanceStruck will take disciplinary action, including in the case of serious breaches, summary dismissal. We have a zero tolerance policy for abuse of any kind.

We have completed Child Safe Training with Keep Kids Safe In Dance. We are now a child safe organisation. We are committed to the safety of the children in our care. And we offer our dance expertise and services to those who support these values and initiatives for the benefit of all children.