

Commitment to Child Safety Policy

Studio Arc Dance Company



Policy Statement

Studio Arc Dance Company is fully committed to the safety, welfare, and well-being of all children and young people who participate in our activities, programs, events, and services. We strive to provide an environment that is safe, nurturing, and empowering for all children, regardless of their age, gender, race, cultural background, religion, vulnerability, or abilities.

Purpose

The purpose of this policy is to demonstrate the strong commitment of the Company to the care, safety, and welfare of children, ensuring a commitment to creating an environment that is safe and protective for those most vulnerable among us.

Scope

This policy applies to all staff, volunteers, contractors, and individuals involved in our company, including, but not limited to, administrators, teachers, choreographers, assistants, and support personnel.

Principles

1. **Zero Tolerance for Child Abuse:** The Company has a zero-tolerance stance on child abuse. We recognise all forms of physical abuse, emotional abuse, sexual abuse, neglect, and exploitation as child abuse.
2. **Recognition of Child Rights:** The Company acknowledges the rights of the child as stipulated in the United Nations Convention on the Rights of the Child and commits to uphold these rights.
3. **Inclusive Practices:** We are committed to fostering a culture of inclusivity and respect, ensuring that all children feel safe, respected, and valued.
4. **Risk Management:** The Company commits to identifying and managing risks to children and implementing preventative measures to ensure child safety is maintained at all times.
5. **Child Empowerment:** We support the empowerment of children by promoting their participation, listening to their views, and involving them in decisions that affect them, where appropriate.
6. **Education and Training:** The Company will provide ongoing education and training for all staff and volunteers on child safety and protection responsibilities and procedures.
7. **Recruitment and Screening:** The Company adheres to strict recruitment and screening processes to ensure that individuals who work with children are suitable and share our commitment to child safety.
8. **Reporting Obligations:** The Company is committed to complying with all legal requirements regarding the reporting of harm or potential harm to children. We ensure that all staff understand their obligations to report any abuse, suspicion, or concern

regarding the safety of a child to the appropriate authorities and internal contacts immediately.

9. **Responding to Allegations:** The Company will take all allegations and concerns very seriously and respond swiftly, in accordance with our procedures and the law, to ensure the safety of the child or young person involved.
10. **Review and Improvement:** Our commitment to child safety is ongoing, and our policies, practices, and procedures will be regularly reviewed and updated to reflect best practices and legal requirements.

Responsibilities

All members of the Studio Arc Dance Company community are responsible for contributing to the safety and protection of children. Specific roles and responsibilities include:

- **Management** will ensure that appropriate resources are allocated to allow the effective implementation of this policy and that it is communicated and accessible.
- **Staff and Volunteers** are responsible for adhering to the principles and obligations of this policy and for reporting any child safety concerns to the designated Child Safety Officer or management.
- **Parents and Guardians** are encouraged to support the company's efforts to provide a safe environment for all children.

Reporting

Any concerns, suspicions, or allegations of child abuse or breaches of this policy must be reported immediately to the designated Child Safety Officer or management. Reports can be made anonymously and will be treated with the utmost confidentiality and sensitivity.

Review

This policy will be reviewed annually and following any incidents, changes in legislation, or as deemed necessary by the Company. Feedback from children, parents, staff, and volunteers will be sought as part of the review process.

Approval and Endorsement

This policy was approved by the Studio Arc Dance Company Committee June 23rd 2023 and fully endorsed by the Company. Our collective commitment to child safety and the implementation of this policy are paramount to the values and ethics of Studio Arc Dance Company.