



CHILD PROTECTION POLICY

We have a responsibility to safeguard the welfare of the children we teach and to ensure that appropriate policies and procedures are in place so that any child or young person in our care may take part in classes and performances within a safe and secure environment.

This policy applies to all our staff and volunteers and covers children under the age of 18 and/or vulnerable adults in our care.

1. We will promote and maintain the welfare of every child and young person we teach and seek to protect them from harm, regardless of cultural background, age, disability, gender, sexual orientation, religious belief or any other form of identity or creed. We will create a safe and welcoming environment for all.

2. We believe that no child or young person should be the subject of neglectful or abusive behaviour.

3. To protect children and young people in our care, St Kilda Ballet School will:

- i. Provide safe and age-appropriate dance classes which will allow each child to develop at their own pace.
- ii. Ensure all required checks are made when hiring staff, including holding a current Working with Children check and First Aid Training.
- iii. Provide appropriate training and support to all staff.
- iv. Ensure that all volunteers helping at SKBS events, whether backstage, front of house, etc, hold a Volunteer Working With Children Check.
- v. Lease venues which provide a safe environment in which to dance.
- vi. Hold a register on site of every child enrolled in the school and retain a contact name and number close at hand in all venues in case of emergencies.
- vii. Ensure parents have given permission before any pictures or videos of students are used for promotional purposes (ie. website, social media).
- viii. Report suspected neglect or abuse to a relevant organisation or to the police.
- ix. Ensure that this policy is reviewed annually.

4. To protect children and young people in their care, St Kilda Ballet School Teachers will:

- i. Take responsibility for children and young people's safety when in their care.
- ii. Treat all children equally and with respect.
- iii. Provide professional and constructive feedback, rather than negative criticism.
- iv. Teach age-appropriate choreography and choose music for children, without any explicit language or connotations.
- v. Ensure that bullying in any form will not be accepted or condoned.

5. Appropriate Physical Contact in Dance Policy

Teaching dance is a physical activity and a teacher will sometimes need to make physical contact with a student to show an idea, to correct a student's position to ensure safe practice or to help students move into a certain position in the space (for example; encouraging preschool children to hold hands to make a circle).

An example of physical correction is:

Adjusting foot positions for correct alignment or offering to hold a student's hands to assist with balance.

We will say why and how we will be correcting the student's position before making any contact and will always respect the student's wishes.

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