

Child Safety Policy for Dance Moves Dancewear

1. Purpose

Dance Moves dancewear is committed to providing a safe and supportive environment for all children and young people who visit our pop-up stalls at dance competitions. This policy outlines our commitment to the [Victorian Government's Child Safety Standards](#) and establishes protocols to ensure the safety and wellbeing of all children.

2. Scope

This policy applies to all employees, volunteers, contractors, and anyone else involved in the operation of Dance Moves dancewear pop-up stalls at dance competitions and/or events across Victoria.

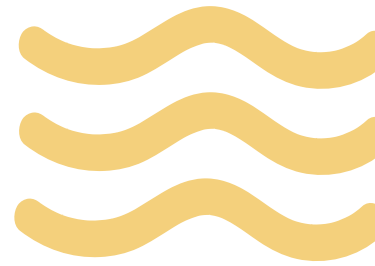
3. Commitment to Child Safety

- **Zero Tolerance:** Dance Moves dancewear has zero tolerance for child abuse. We are committed to acting in the best interests of children and their families.
- **Children's Rights:** We recognise the right of all children to feel safe, respected, and valued. We support and respect all children, as well as our staff and volunteers.

4. Code of Conduct

All staff and volunteers must:

- Act in a professional manner at all times when interacting with children and young people.
- Respect the privacy of children and only collect personal information if necessary.
- Never engage in any form of physical, verbal, or emotional abuse towards children.
- Avoid one-on-one situations with children where possible; interactions should be observable by others.
- Report any concerns about child safety to the appropriate authorities as outlined in this policy.



5. Recruitment and Training

- Recruitment: All staff and volunteers will be required to undergo a Working with Children Check (WWCC) and provide references that attest to their suitability for working with children.
- Training: Staff and volunteers will receive training on child safety policies and procedures, including recognising signs of child abuse and the process for reporting concerns.

6. Reporting and Responding to Child Safety Concerns

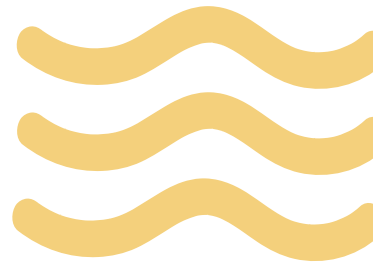
- Reporting Obligations: All staff and volunteers have a duty to report any concerns about the safety or wellbeing of a child. This includes suspicion of abuse or neglect, inappropriate behaviour by staff or other adults, and any other threats to a child's safety.
- Internal Reporting: Concerns should be reported immediately to the Event Manager, who is responsible for escalating the report to the relevant authorities.
- External Reporting: If a child is in immediate danger, contact emergency services on 000. For concerns that do not require immediate intervention, reports should be made to the [Department of Families, Fairness and Housing \(DFFH\) Child Protection](#).

7. Risk Management

- Environmental Safety: Our pop-up stalls will be set up in well-lit, open areas where children are visible at all times. We will ensure that the setup is free from potential hazards that could pose a risk to children.
- Supervision: Adequate supervision will be provided at all times to ensure the safety of children. Staff members are responsible for monitoring the interactions between adults and children.

8. Communication and Review

- Policy Accessibility: This policy is made available to all employees volunteers, and the public via our website and at our pop-up stalls.



- Ongoing Review: Dance Moves dancewear is committed to regularly reviewing this policy to ensure it remains compliant with the Victorian Government's Child Safety Standards and best practices in child safety.

9. Contact Information

For any queries or concerns regarding this Child Safety Policy, please contact:

- Dance Moves Dancewear Child Safety Officer: Rebecca Stalker
 - Phone: 0433 099 547
 - Email: hello@dancemoves.com.au

Date of Policy: 01 January 2024

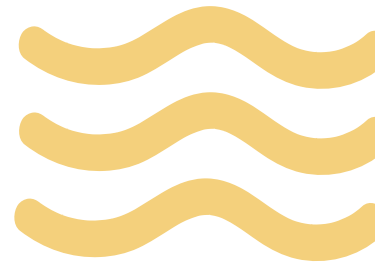
Review Date: 01 January 2025

This policy ensures that Dance Moves Dancewear is aligned with the Victorian Government Child Safety Standards, demonstrating our commitment to creating a safe environment for all children and young people.

CHILD SAFE STANDARDS

Dance Moves dancewear commitment to child safety is based on the following Government mandated standards that guide the organisational culture to protect children.

1. Our Child Safety Policy details how we comply to the Child Safe Standards and our Code of Conduct provides behavioural standards that all our employees and volunteers must abide by.
2. Take child participation seriously: We empower children and young people to enable them to communicate if they feel unsafe, express their views and raise concerns. This is implemented through supportive staff and the encouragement of friendships and peer support.
3. Involving families and communities: Open communication at Dance Moves dancewear in relation to child safety is actively promoted within the community to families, ensuring everyone is kept informed and offered the opportunity to raise any views in relation to the wellbeing of their child.



4. Respecting equity and diversity: All children are treated equally and any diverse needs are respected. We understand the importance of providing additional support to the needs of children and young people with disability, from culturally and linguistically diverse backgrounds, those unable to live at home and LGBTQI children and young people.
5. Ensuring employees are suitably supported: All employees, contractors and volunteers have current working with children checks and are provided with an appropriate induction to their responsibilities of keeping children and young people safe.
6. Child focused complaint system: Any complaints about child safety and wellbeing are handled directly with Founder and Owner of Dance Moves dancewear. All complaints will be taken seriously and responded to promptly and thoroughly ensuring privacy and employment law obligations are met.
7. Staff knowledge, skills and awareness: All employees and volunteers have the knowledge, skills and awareness to keep children and young people safe through ongoing education, this includes training on how to build culturally safe environments.
8. Safe online and physical environments: Dance Moves dancewear recognises the importance of safety and mitigating risks within online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.
9. Review of child safe policies and practices: At Dance Moves dancewear we regularly review, evaluate and improve on all child safe practices and our Code of Conduct on an annual basis.
10. Establish a culturally safe environment: Dance Moves dancewear commits to a culturally safe environment in which diverse and unique identities and experiences of Aboriginal children and young people are respected and valued. We provide an environment where a child has the ability to express their culture and actively support their cultural rights. Racism is not tolerated.
11. Child safety is embedded in organisational leadership: Child safety and wellbeing is the foundation of our environment, stemming from the leadership and modelled throughout the organisation. Dance Moves dancewear provides a Code of Conduct to all employees and volunteers on behavioural standards that aims to prevent, identify and mitigate risk to children and young people.