

Code of Conduct

All staff and volunteers of Alanna's Theatre and Dance Studio 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 Alanna's Theatre and Dance Studio are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Alanna's Theatre and Dance Studio child safe policy at all times / upholding Alanna's Theatre and Dance Studio statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- 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 cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- 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 or carers must have an option of sitting in on the class and these classes will be regularly visited by staff Alanna's Theatre and Dance Studio
- reporting any allegations of child abuse to Alanna's Theatre and Dance Studio's Child Safety Officer Alanna Volker's/ leadership, and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to Alanna's Theatre and Dance Studio's Child Safety Officer Alanna Volker's / leadership
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

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 a mature or adult nature in the presence of children (for example, personal social activities)
- 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 and/or alcohol or discuss the use of these with any children
- have contact with a child or their family outside of our organisation without our child safety officer's knowledge and/or consent (for example, no babysitting). Accidental contact, such as seeing people in the street, is appropriate)
- have any online contact with a child or their family (unless necessary, for example providing families with emails, newsletters, class information etc)
- ignore or disregard any suspected or disclosed child abuse.
- yell at children in a demeaning manner
- Ignore, threaten, isolate, bully or intimidate children

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Alanna's Theatre and Dance Studio's Child Safety Officer Alanna Volker's / leadership.

Failure to Comply With This Code of Conduct Where a staff member (teaching & non-teaching), , casual relief staff, volunteers, contractors, parents or carers are suspected of breaching any obligation, duty or responsibility within this Policy, Alanna's Theatre and Dance Studio will take disciplinary action, including in the case of serious breaches, summary dismissal.