



# Carmel Amelia School of Dance (CASOD)

## Our Commitment to Child Safety

**Date:** January 2021

**Version:** 1

Our organisation is committed to child safety.

***CASOD is committed to having a sound set of policies and procedures relating to child safety in place. These will be reviewed and evaluated regularly. We are committed to remaining up to date with current best practice and implementing this within our own organisation.***

**We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. We are committed to the safety, participation and empowerment of all children. CASOD core values clearly support this commitment**

***Fun & Engaging*** Our classes and activities are underpinned by this value. For students to derive the most benefit and learn they must enjoy what they are doing! Our pre-school and junior program is underpinned by the notion that children learn best through play.

***Inclusive*** We genuinely believe that dance is for everyone. We will work in partnership with parents and students to ensure that class placement is appropriate and we deliver content in a way that meets the needs of learners.

***Community*** Carmel Amelia School of Dance is a community; we foster supportive and nurturing connections amongst our staff team, business partners, families and students. We will always look for ways to engage our students and families in local activities that promote dance and foster our students in their dance activities. We believe that CASOD can contribute to the vibrancy and social fabric of the community, particularly for young people.

***Excellence*** Staff are committed to ongoing training and development. Our professional associations with Cecchetti Ballet, Dance Arts Alliance & Australian Teacher of Dance ensure that we remain up to date with best practice. We will never stop learning!

## **Child Safety**

**We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.**

***Our Child Safety Officer (the Principal) Carmel Horsfield will be the first port of call for all incidents and will guide staff through all procedural requirements***

- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- *We will ensure that we remain up to date with all obligations via our association and memberships with peak bodies such as Ausdance, Dance Arts Alliance, Cecchetti Ballet.*
- Our organisation is committed to preventing child abuse, identifying risks early, and removing and reducing these risks.
- *We are committed to remaining up to date with current best practice in this area of risk identification.*

Our organisation has robust human resources and recruitment practices for all staff and volunteers.

*As a minimum all staff will hold a current Working with Children Check and Level 2 First Aid Certificate. Staff will have relevant qualifications or be in the process of obtaining qualifications under the direction of the Principal. All staff will attend regular internal and external professional development.*

Our organisation is committed to regularly training and educating our staff and volunteers on child abuse risks.

*As a minimum our staff will participate in 4 internal professional development sessions per year. All volunteers will be given a clear briefing and induction prior to assisting with PSD events eg. Annual Performances.*

We support and respect all children, as well as our staff and volunteers. We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

*Training and development plans will be put in place each year that identify team and individual training needs. These plans will identify key areas for development and upskilling and will ensure that we remain up to date with current best practice. al Performances*

We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

If you believe a child is at immediate risk of abuse phone 000.