



Hall School of Irish Dance Child Safety and Wellbeing Policy

Purpose

The Hall School of Irish Dance is a child safe organisation and is committed to having a sound set of policies and procedures relating to child safety in place. These will be reviewed and evaluated regularly. Our policy strongly follows and incorporates all aspects of the 11 child safe standards.

We are committed to the safety, participation, and empowerment of all children. The Hall School of Irish Dance core values clearly support this commitment.

We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff, parents, and volunteers. We encourage and support children to participate in all aspects of Irish Dance and the Hall School of Irish Dance, enabling empowerment and strengthening confidence and engagement.

Parents are an important and vital part of our dance community and should always feel their children are safe. We encourage open communication and discussions with parents and carers to ensure they are informed and involved in all aspects of child well-being and safety.

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. We strive to always best understand our students and their circumstances, and respond to those who are vulnerable.

We are committed to the holistic development of the children in our care and endeavour to incorporate discussions, workshops, displays and good teaching practice on health and wellbeing. This includes physical, mental, and emotional health.

We are committed to remaining up to date with current best practice and implementing this within our own organisation, enabling our staff and volunteers to create supportive and child safe environments.

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<p>Scope</p>	<p>This policy applies to:</p> <ul style="list-style-type: none"> • Teachers • Volunteers <p>This policy applies to all aspects of our organisation, including classes and external events such as school gatherings/celebrations, competitions and displays.</p>
<p>Responsibilities</p>	<p>All staff and volunteers are responsible for child safety and wellbeing.</p> <p>Our principal teacher (Gabrielle Hall) is our appointed child safety person and is responsible for receiving and reviewing any reports received or witnessed.</p> <p>All staff and volunteers are responsible for reporting any breaches of the child safety code of conduct.</p> <p>Our principal is responsible for:</p> <ul style="list-style-type: none"> • recruitment and screening • staff induction • professional development and training required • record keeping • risk management • receiving and responding to complaints • ensuring staff and volunteers are aware and familiar with our child safety code of conduct and child safety and wellbeing policy • ensuring all staff carry a current working with children's check • ensuring all staff are registered with the Irish Dance governing bodies CLRG, AIDA Inc, AIDA Vic. <p>Both our principal and teachers are responsible for the review of our child safety and wellbeing policy and child safety code of conduct.</p>



Definitions	<p>Definition of key terms used in this policy.</p> <ul style="list-style-type: none">• <u>CLRG:</u> An Coimisiun Le Rinci Gaelacha (The Irish Dancing Commission)• <u>AIDA Inc:</u> Australian Irish Dancing Association• <u>AIDA Vic:</u> Australian Irish Dancing Association - Victoria• <u>CCYP:</u> Commission for Children and Young People• <u>WWCC:</u> Working with Children Check• <u>Child safe standards:</u> 11 standards released by the Victorian Government organisations must follow regarding the safeguarding of children, each of the standards is expressed as a statement of an expected outcome that organisations must achieve• <u>Child safe organisation:</u> an organisation that takes deliberate steps to safeguard children from physical, sexual, emotional, and psychological abuse and neglect. It puts children's safety and wellbeing first and embeds a commitment to child safety in every aspect of the organisation• <u>Cultural Safety:</u> the positive recognition and celebration of cultures, more than just the absence of racism or discrimination and more than 'cultural awareness' and 'cultural sensitivity'. In a child safe, culturally safe organisation, children, young people, family, and community members feel that their culture and identity are respected• <u>Code of conduct:</u> a set of rules or standards of conduct for an industry, including the relationship between industry participants or their customers, guarding against misconduct and opportunistic behaviour
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	<ul style="list-style-type: none"> • <u>Child/children:</u> term used to include both children and young people under the age of 18 years • <u>Child harm or abuse:</u> term covering any intentional and non-intentional behaviours by parents, caregivers, or other adults considered to be in a position of responsibility, trust or power that results in a child being harmed physically or emotionally • <u>Mandatory reporting:</u> the legal requirement of certain groups of people to report a reasonable belief of child physical or sexual abuse to child protection authorities
Relevant legislation and standards	<ul style="list-style-type: none"> • <u>The Commission for Children and Young People (CCYP)</u> • <u>CCYP - Child Safe Standards</u> • <u>CCYP - Reportable Conduct Scheme</u> • <u>Australian Government - Child Safe Organisations</u> • <u>Victorian Government, Department of Health and Human Services - Child Safe Standards</u> • <u>Victorian Government Legislation - Child Wellbeing and Safety Act 2005</u> • <u>Working with Children Check Victoria</u> • <u>UNICEF Australia - United Nations Convention on the Rights of the Child</u>
Related organisational policies and procedures	<ul style="list-style-type: none"> • Hall School of Irish Dance Child Safe Code of Conduct • <u>CLRG Child Protection and Welfare Policy</u>
Child Safety Officer Contact	<p>Queries about this policy and code of conduct, and child safety questions and complaints can be discussed with our Child Safety Officer, Gabrielle Hall.</p> <p>Phone: 0409 948 759 Email: hallirishdance@gmail.com</p>
Policy status and review	<p>Date last reviewed: 1 September 2022 Next review date: 1 September 2023 Reviewed by: Principal/Child Safety Officer and all current Teachers</p>