

# DANCEXPRESS ACADEMY

## Child Safe Code of Conduct

### Background

This Code of Conduct has been prepared by DanceXpress Academy to set out clear principles on the behaviour of staff, volunteers, teachers and board members and others when interacting with children.

This Code of Conduct reflects our organisation's commitment to child safety and our zero tolerance for any form of child abuse.

We expect all our staff, volunteers, teachers, board members and other adults associated with our organisation to share our commitment to child safety and to act appropriately towards children at all times.

This Code of Conduct provides clear expectations of what we consider to be appropriate behaviour towards children.

All staff, volunteers, teachers and board members of DanceXpress Academy are required to sign the Code of Conduct and we ask that families and children join us in making these commitments, to ensure a safe environment for all children.

### Standards of conduct

**[Note: A Code of Conduct must include standards of conduct for working with children in situations relevant to your organisation.]**

This may include:

- **boundaries for physical contact;**
- **an outline of the organisation's internet use policy;**
- **appropriate relationships for children with staff, volunteers and families, including those with disabilities or from Aboriginal, Torres Strait Islander or culturally and linguistically diverse backgrounds;**
- **recognising the need for culturally appropriate behaviour; and**
- **recognising the need to respect the cultural and religious needs of children.**

**Where certain professional codes of conduct may apply to those in your organisation, these should also be referenced in your Code of Conduct.**

### Standards of conduct

DanceXpress Academy is committed to the safety of children.

All staff, volunteers, board members and other adults involved in

DanceXpress Academy must commit to the following standards of behaviour in relation to children:

- Staff, volunteers, board members or other adults involved in **DanceXpress Academy** must ensure that they foster appropriate relationships with children and never take advantage of a relationship of trust that they develop with children.
- A child's physical boundaries must be respected at all times and you must ensure that your behaviour does not make them uncomfortable. We must also be aware that children may not be able to properly communicate this discomfort to adults and all staff, volunteers, board members or other adults involved in **DanceXpress Academy** must be aware of what constitutes appropriate physical contact.

- Everyone involved in **DanceXpress Academy** must have a zero-tolerance approach to child abuse, must actively look into ways to continuously improve the protection of children, must actively seek to protect children from abuse and must prioritise the safety of the child.
- Concerns of children must be listened to and responded to appropriately, particularly where the concerns relate to child safety or child abuse.
- Everyone must be treated with respect, dignity and fairness. Children should not be singled out for attention or treatment (whether favourable or unfavourable).
- Any allegations of child abuse, information suggesting that child abuse may be occurring or child safety concerns must be immediately reported to the **DanceXpress Academy** Child Safety Officer (or another senior person within **DanceXpress Academy** if the Child Safety Officer cannot be contacted) and must also be reported to the police or child protection authorities.
- Activities, which may place a child at risk of physical, mental or emotional harm, should not be undertaken or permitted. This can include the lack of supervision of children and asking or allowing children to engage in activities that are clearly unsafe.
- Wherever possible, adults should not be left alone with children.
- Concerns regarding the behaviour of staff, volunteers, board members or other persons associated with **DanceXpress Academy** towards children must be immediately reported to the **DanceXpress Academy** Child Safety Officer (or another senior person within **DanceXpress Academy** if it is not possible to report the concern to the Child Safety Officer).
- The cultural safety of aboriginal children and children from culturally or linguistically diverse backgrounds must be protected, fostered and encouraged.
- A safe and supportive environment must be provided for children with a disability.
- Behaviours which could constitute bullying must be avoided at all times. Any concerns about children being subject to bullying must be reported to the **DanceXpress Academy** Child Safety Officer or other suitable person.
- Staff, volunteers, board members or other adults involved in **DanceXpress Academy** must use appropriate language when in the presence of children and avoid discussing adult or inappropriate topics in the presence of children.
- **DanceXpress Academy** Contact or interactions with children outside of the organisation by staff, volunteers, board members or other adults involved in **DanceXpress Academy** (other than incidental or unintentional contact) requires prior notification to the **DanceXpress Academy** Child Safety Officer
- The **DanceXpress Academy** internet use policy must be complied with. Online communications must be respectful, professional and appropriate. Staff, volunteers, board members and other adults involved in **DanceXpress Academy** should avoid online contact with families and children, outside the activities of **DanceXpress Academy** including via social media.
- All staff, volunteers, board members or other adults involved in **DanceXpress Academy** must not engage in any behaviour regarding culture, race, ethnicity, religion, sex, sexuality or disability, which may be seen as derisive or derogatory. **DanceXpress Academy** treats all individuals equally and with respect and we expect others to do the same. We take a zero-tolerance approach to discrimination.
- This code of conduct, our Child Safe Policy and any directions or instructions we provide in relation to child safety must be complied with.

By signing below, you agree to comply with and be bound by this Code of Conduct:

..... Signature

..... Name

..... Date