



OVERVIEW

The purpose of the Child Protection Policy (**Policy**) is to acknowledge that Island Dance is committed to ensuring the Safe, protective and healthy environments are fundamental to every child having the opportunity to learn and grow to their full potential. Island Dance is committed to protecting children's safety and wellbeing. Island Dance acknowledges that protecting children's safety and wellbeing is everyone's responsibility.

Child abuse can be a single incident, or can be a number of different incidents that take place over time. Under the Child Protection Act 1999, it does not matter how much a child is harmed, but whether a child:

- has suffered harm, is suffering harm, or is at risk of suffering harm
- does not have a parent able and willing to protect them from harm.

Harm is defined as any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing (section 9 of the Child Protection Act 1999). For harm to be significant, the detrimental effect on a child's wellbeing must be substantial or serious, more than transitory and must be demonstrable in the child's presentation, functioning or behaviour.

Island Dance is committed to complying with following legislation:

Child Protection Act 1998	Children and Young Persons Act 1998
Commission for Children and Young People Act 1998	Australian Human Rights Commission Act 1986
Sex Discrimination Act 1984	Disability Discrimination Act 1992

The Policy does not replace legislation, however, if any part is in conflict, legislation takes precedence.

RESPONSIBILITIES

Island Dance shall:

- Ensure effective implementation of this Policy.
- Comply with applicable legislation and industry guidelines.
- Ensure children's safety and wellbeing is integral to all decision-making and embedded in organisational leadership, governance and culture.
- Ensure all Staff and volunteers hold a current blue card and maintain and check records of these.
- Ensure recruitment of the most appropriate people to creating a safe and supportive environment for children and young people.
- Ensure children feel safe and protected from harm.
- Establish partnerships with early intervention and prevention services.
- Immediately report all allegations and suspicions of significant child harm to statutory authorities.
- Support families in their parenting roles through providing information and contact details for support services where needed.
- Work collaboratively with authorities and professionals to support children who have specific protection needs.
- Establish early intervention strategies to support children which will include;
 - Teaching them to trust their "feelings"
 - Encouraging children to look after their friends/buddy
 - Building and maintaining open communication and trust with children so they feel they can communicate important messages to you
 - Involving families in activities – weekend diaries... what did you do on the weekend... encourages families to participate in activities together
- Quickly and objectively responding to all complaints and ensure means of handling investigations and complaints are in place.

Island Dance affiliates, students, parents and guardians shall:

- Abide by policies, procedures, instruction and lawful directions that relate classes delivered by Island Dance.
- Follow the standards of behaviour outlined in this policy.
- Abide by all Island Dance terms and Conditions at all times.
- Avoid gossip and respect the confidentiality of complaint resolution procedures.
- Ensure children feel safe and protected from harm and treat everyone with dignity, courtesy and respect.
- Have the right to raise issues to Island dance where there are 'reasonable grounds' to suspect harm and to do so in a reasonable and respectful manner without being victimised.
- Acknowledge and understand any individual in breach of this Policy may be subject to enrolment being terminated.

SUSPICION AND DISCLOSURE

- A person has 'reasonable grounds' to suspect harm if;
 - A child tells you they have been harmed
 - Someone else, for example another child, a parent or a staff member, tells you that harm has occurred or is likely to occur
 - A child tells you they know someone who has been harmed (it is possible that they may be referring to themselves)
 - You are concerned at significant changes in the behaviour of a child or the presence of new unexplained injuries
 - You see the harm happening
- Where there is suspicion or a complaint to Island Dance that a child has been harmed, or is at risk of being harmed, shall ensure they;
 - are alert to any warning signs that a child is experiencing
 - observe the child and make written notes as soon as you begin to have concerns and pay attention to changes in their behaviour, ideas, feelings and the words they use
 - have gentle, non-judgemental discussions with the child - expressing concern that a child looks sad or unwell can result in disclosures
 - do not pressure the child to respond and do not ask questions that put words into a child's mouth
 - assure the child that they can come and talk when they need to, and listen to them when they do
 - report immediately seek expert advice by contacting the Child Safety Services.

CHILD SAFETY SERVICES CONTACTS

If you have a reason to suspect a child is experiencing harm, or is at risk of experiencing harm contact a Child Safety Services'

South East	Phone: 1300 679 849
South West	Phone: 1300 683 390
Far North Queensland	Phone: 1300 684 062
North Queensland	Phone: 1300 706 147
North Coast	Phone: 1300 703 921
Brisbane	Phone: 1300 682 254
Central Queensland	Phone: 1300 703 762

A handwritten signature in black ink, appearing to be "Marie", written over a horizontal line.

Miss Marie (Island Dance)
Principal / Director
Date: 01/01/2019