



# Child Protection Policy

## 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 several 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 behavior.

### Island Dance is committed to complying with following legislation:

- Child Protection Act 1999
- Disability Discrimination Act 1992
- Work Health and Safety Act 2011
- Working with Children (Risk Management and Screening) Act 2000
- Child Protection Reform Amendment Act 2022
- Sex Discrimination Act 1984
- Human Rights Act 2019
- Education and Care Services Act 2013
- Child Protection Reform Amendment Act 2017
- Children and Young Persons Act 1998
- Child Employment Act 2006
- Public Health Act 2005
- Family and Child Commission Act 2014

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

Date of Issue	Document No	Child Protection Policy	Version	Page
01/01/2023	ID - 008	Document is considered an uncontrolled copy if printed. <i>Refer to Document Master Register for Version History – Next review 2024 or as required</i> <i>Island Dance refers to all businesses associated including Island Dance, Music Works and JKA</i>	3	1



# Child Protection Policy

- 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

## 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 behavior outlined in this policy.
- Abide by all Island Dance always terms and Conditions.
- 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 is 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 behavior 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 behavior, ideas, feelings, and the words they use
  - have gentle, non-judgmental 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'*

Southeast	1300 679 849	Southwest	1300 683 390
Far North Queensland	1300 684 062	North Queensland	1300 706 147
Brisbane	1300 682 254	Central Queensland	1300 703 762

## Miss Marie (Island Dance)

Principal / Director

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