



## **Child Safety Code of Conduct**

This Child Safety Code of Conduct has been prepared by West Gippsland Dance Festival Inc. to ensure the safety of all children who attend the West Gippsland Dance Festival. The Child Safety Code of Conduct is to be followed by all who attend or are involved in the festival.

### **Purpose**

Our Child Safety Code of Conduct sets out the expected behaviour of adults around all children and young people who are involved in our dance festival.

The Child Protection Code of Conduct applies to:

- all committee members
- volunteers, parents and carers
- dance teachers, dance school staff and volunteers
- contractors and service providers
- competitors 18 years old and above
- any other adult involved in child connected work.
- The Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries, ethical behaviour and acceptable and unacceptable relationships.
- The Child Safety Code of Conduct applies to all physical and online environments used by competitors.
- When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. When everyone is educated about the Child Safety Code of Conduct and the reasons it is so important to uphold, the dance festival environment becomes much more transparent, and people, more accountable for their behaviour. Above all, a Child Safety Code of Conduct helps to protect children from harm.
- The Code is made available via the West Gippsland Dance Festival Inc. public website.

### **Our Child Safety Code of Conduct**

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards competitors and any other child involved in the festival.

The Code serves to protect all children associated with the festival, reduce any opportunities for abuse or harm to occur, and promote child safety in the dance festival environment. It provides guidance on how to best support children and how to avoid or better manage difficult situations.

The West Gippsland Dance Festival has the following expectations of behaviours and boundaries for all adults interacting with children within our dance festival. This includes all committee



members, volunteers, parents/guardians, dance teachers/staff/volunteers, contractors and service providers, competitors 18 years old and above and any other adult involved in child connected work.

The West Gippsland Dance Festival Committee has endorsed this Child Safety Code of Conduct.

## **ACCEPTABLE**

- Always uphold our commitment to child safety and adhere to our Child Safety and Wellbeing Policy.
- Report any concerns about child safety immediately to an executive member of the committee.
- Where an allegation of child abuse is made, ensure as quickly as possible that the child involved is safe.
- Call the Police on 000 if you have immediate concerns for a child's safety.
- Promote the safety, welfare and wellbeing of children.
- Provide age-appropriate supervision for children.
- Behave as a positive role model to children.
- Treat all children with respect.
- Promote the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children, children from linguistically or culturally diverse backgrounds, children with a disability, international children, children who are unable to live at home and all lesbian, gay, bisexual, transgender, queer, intersex and asexual (LGBTIQ+) children and families.
- Use positive and affirming language towards children.
- Encourage children to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all children to interact, and socialise.
- As far as practicable, ensure that adults are not alone with a child. If this is not possible, interactions between an adult and a child are to be in an open space or in line of sight of another adult.
- Intervene when children are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Respect the privacy of children and their families and only disclose information to people who have a need to know.

## **UNACCEPTABLE**



- Ignore or disregard any concerns, suspicions or disclosures of children abuse or harm.
  - Develop a relationship with children that could be seen as favouritism or amount to 'grooming' behaviour (for example, the offering of gifts or special treatment for specific children).
  - Engage in any form of inappropriate behaviour towards children or expose children to such behaviour.
  - Use prejudice, oppressive behaviour or inappropriate language with children.
  - Express personal views on cultures, race or sexuality in the presence of children or discriminate against any child based on culture, race, ethnicity, disability, age, gender, sexuality or vulnerability.
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- Engage in open discussions of an adult nature in the presence of children.
  - Engage in any form of sexual conduct with a child including making sexually suggestive comments and sharing sexually suggestive material.
  - Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a child can do for themselves, such as toileting or changing clothes.
  - Engage in any form of physical violence towards a child including inappropriate, rough physical play.
  - Use physical means or corporal punishment to discipline or control a child.
  - Engage in any form of behaviour that has the potential to cause a child serious emotional or psychological harm.
  - Display behaviours or engage with children in ways that are not justified by the nature or professional context of the dance festival.
  - Ignore an adult's overly familiar or inappropriate behaviour towards a child.
  - Engage in undisclosed private meetings with a child that is not your own child.
  - Have personal contact with any child outside of the festival except when needed to deliver dance festival information and parental permission has been sought.
  - Communicate directly with a child through personal or private contact channels (including by social media, email, instant messaging, texting etc.) except where that communication is related to a safety concern or required for child safety. The West Gippsland Dance Festival email address is to be used for all dance festival related matters.



- Take or publish (including online) photos, movies or recordings of a children without parental/carer consent.
- The consumption of alcohol in the presence of children, except in the restaurant area is prohibited. Any evidence of illicit drug consumption on any level will not be tolerated and will be reported. The West Gippsland Arts Centre is a no smoking venue. We will also not tolerate vaping on premises.
- Post online any information about a child that may identify them such as: full name; age; email address; telephone number; residence; school or details of a club or group they may attend without parental permission.

## **Reporting**

Committee members of the West Gippsland Dance Festival Inc., volunteers, dance teachers/staff/ volunteers, contractors, children, parents or other community members who have evidence, concerns or suspicions of children abuse or harm must immediately report these to any executive member of the West Gippsland Dance Festival Inc.

**Date to be Reviewed: Every two years or after a significant children safety incident**

**Date last reviewed: 06/07/2023**