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Dance 2XS Child Safety & Wellbeing Code of Conduct

Purpose

This Code of Conduct sets the expectations for behaviour of all Dance 2XS staff, volunteers, contractors, and student teachers when working with children and young people. It exists to protect children, uphold their rights to safety and wellbeing, and to provide guidance on professional boundaries, ethical behaviour, and safe practice.

By following this Code of Conduct, all staff and volunteers contribute to a safe, inclusive, and positive environment where children can thrive.

Our Commitment

- We prioritise the safety and wellbeing of children and young people above all else.
- We will not tolerate child abuse, harm, bullying, harassment, or unsafe practices.
- We respect and celebrate the diversity of all children and families.
- We will listen to children and take their views seriously.

Acceptable Behaviours

All Dance 2XS staff and volunteers must:

- Treat all children and families with respect, dignity, and fairness.
- Put the welfare of each child before winning, performance, or studio goals.
- Work in an open, visible environment wherever possible (avoid private or unobserved situations).
- Build safe, positive relationships with children based on trust and clear boundaries.
- Use age-appropriate language, behaviour, and physical contact (e.g., physical support only when necessary for spotting and correction, and always with consent).
- Be excellent role models by displaying professionalism, positivity, and healthy behaviours.
- Respond to and report all concerns, suspicions, or allegations of child harm or abuse to the Studio Director immediately.
- Follow safe dance practices, including warm-up, injury management, and risk prevention.
- Maintain confidentiality of student information, except where disclosure is required by law or to protect a child.

Unacceptable Behaviours

Staff and volunteers must never:

- Engage in any form of abuse, neglect, bullying, harassment, or discrimination.
- Engage in rough, inappropriate, or sexually suggestive behaviour with children.
- Form “special” or exclusive relationships with particular children (e.g., gift-giving, favouritism).
- Have unauthorised private contact with children or their families outside of the studio (including babysitting, private lessons, or online contact).

- Use inappropriate, offensive, or sexualised language in front of children.
- Express personal views on race, gender, sexuality, religion, or culture in a way that discriminates or harms.
- Ignore or fail to report concerns or allegations of harm.
- Transport students without the prior approval of the Director and written parental consent (except in emergencies).
- Share a room with a child, or do things of a personal nature they can do for themselves (such as toileting or changing clothes).
- Use costumes, music, or choreography that is sexually explicit, violent, discriminatory, or otherwise inappropriate for children.
- Consume alcohol, smoke, or use illegal substances when responsible for children, or while representing Dance 2XS.

Professional Boundaries

- Maintain a clear distinction between staff/volunteer and student relationships.
- Do not seek personal friendships or private communication with students via social media, messaging, or phone unless expressly approved by the Director for studio purposes.
- Be mindful of physical contact: only use contact necessary for dance/tumbling safety, and explain actions to children before providing support.
- Always ensure another adult is present when responding to injuries, distress, or toileting needs.

Responding to Concerns and Breaches

- All staff and volunteers have a responsibility to report breaches of this Code of Conduct or concerns about a child's safety to the Studio Director.
- Allegations will be taken seriously, investigated promptly, and handled in a child-focused, confidential, and fair manner.
- Breaches of this Code may result in disciplinary action, including:
 - Formal warning or performance management.
 - Suspension or termination of employment/volunteering.
 - Referral to law enforcement or child protection authorities if required.

Public Availability

This Code of Conduct will be:

- Provided to all staff and volunteers at induction.
- Available to families on request and published on the Dance 2XS website.