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Dance 2XS Child Safety and Wellbeing Policy

Purpose

The purpose of this policy is to ensure that Dance 2XS provides a safe, inclusive, and supportive environment where all children and young people (under 18 years of age) feel protected, valued, and empowered. This policy outlines the responsibilities of all Dance 2XS staff, contractors, student teachers, and volunteers to safeguard children from deliberate or inadvertent harm, abuse, neglect, or exploitation.

Dance 2XS is committed to:

- Embedding the 10 Child Safe Standards and the Universal Principle of Cultural Safety into our everyday practice.
- Upholding the rights of all children, regardless of age, culture, religion, gender, sexuality, identity, or disability, to be safe and free from harm.
- Fostering a culture of openness, trust, and respect, where children's voices are heard and acted upon.
- Preparing for compliance with the Reportable Conduct Scheme (commencing 1 July 2026), which provides a framework for responding appropriately if harm or misconduct occurs.

Scope

This policy applies to:

- All staff, teachers, contractors, student assistants, and volunteers engaged by Dance 2XS.
- All children and young people participating in classes, programs, events, and performances.
- Families and community members who interact with Dance 2XS.

Principles

Dance 2XS commits to the following principles in line with Queensland's Child Safe Standards:

1. **Leadership and Culture** – Child safety and wellbeing are embedded in organisational leadership, governance, and culture.
2. **Voice of Children** – Children are informed about their rights, included in decision-making, and taken seriously.
3. **Family and Community** – Families and communities are informed, engaged, and involved in promoting safety.
4. **Equity and Diversity** – We uphold equity and respect diverse needs in all policies and practices.
5. **People** – All staff, volunteers, and contractors are suitable, supported, and reflect child safety values in practice.
6. **Complaints Management** – Complaints and concerns are managed in a child-focused, culturally safe, and transparent way.
7. **Knowledge and Skills** – Staff and volunteers receive ongoing training, support, and supervision to keep children safe.

8. **Physical and Online Environments** – We provide safe physical and online environments that minimise the opportunity for harm.
9. **Continuous Improvement** – Implementation of child safe practices is regularly reviewed and improved.
10. **Policy and Procedures** – Clear documentation supports a safe environment for all children.

Responsibilities

All Staff, Teachers, and Volunteers

- Treat children with respect, dignity, and fairness at all times.
- Put the welfare of children first in every activity.
- Follow this policy, the Dance 2XS Code of Conduct, and mandatory reporting obligations.
- Participate in child safety training and supervision.
- Report any concerns, suspicions, or allegations of abuse to the Studio Director immediately.

Studio Director and Management

- Provide leadership in embedding a child safe culture.
- Ensure all staff and volunteers hold a current Blue Card (Working with Children Check).
- Ensure inclusive and culturally safe practices across all operations.
- Investigate alleged breaches of this policy promptly and child-safely.
- Support and protect anyone who, in good faith, reports concerns about a child's safety.

Child Protection Commitments

Promoting Good Practice

- Always work in an open environment (avoid private/unobserved situations).
- Build trust and empower children to speak and participate.
- Involve parents/carers where appropriate, especially in supervision.
- Be excellent role models (no smoking, drinking, or inappropriate behaviour).
- Provide constructive, positive feedback.
- Keep written records of incidents, injuries, and permissions.

Behaviours Never Permitted

- Rough, inappropriate, or sexually suggestive behaviour.
- Inappropriate touching or relationships with children.
- Allowing harmful or offensive language or behaviour to go unchallenged.
- Ignoring allegations or failing to report concerns.

Responding to Suspicions, Allegations, or Complaints

- All suspicions, disclosures, and allegations of abuse will be taken seriously and responded to quickly.
- Staff must report concerns to the Studio Director, who will determine next steps including notifying relevant authorities.
- Complaints will be managed in a child-focused, culturally safe, confidential, and transparent manner.
- Children and families will be supported throughout the complaint process.

Bullying and Peer Safety

Dance 2XS has a zero-tolerance policy for bullying. We will:

- Support victims and ensure their safety.
- Intervene promptly with children engaging in bullying behaviours.

- Work with families of both victims and perpetrators.
- Promote positive peer relationships through respect, kindness, and education.

Confidentiality and Information Sharing

- Dance 2XS will not share personal information about children or families without consent, unless required by law or to protect a child.
- Information will only be shared on a “need to know” basis.

Mandatory Reporting and Reportable Conduct

- All staff and volunteers must report any reasonable suspicion of harm to the Studio Director immediately.
- The Studio Director is responsible for escalating matters to relevant child protection or law enforcement authorities.
- From 1 July 2026, Dance 2XS will also comply with the Reportable Conduct Scheme, ensuring allegations of child-related misconduct by staff or volunteers are handled appropriately, transparently, and in line with the law.

Breaches of Policy

- Breaches may result in disciplinary action, termination of employment/volunteering, and/or referral to police or child protection services.

Review

- This policy will be reviewed every three years or sooner if required by law, after incidents, or following feedback from children, families, or staff.
- Dance 2XS commits to continuous improvement in our child safe practices.

Related Documents

- Dance 2XS Child Safety Commitment Statement
- Dance 2XS Code of Conduct
- Dance 2XS Complaints Handling Policy
- Dance 2XS Risk Management Strategy
- Queensland Child Safe Standards (QFCC, 2025)
- Reportable Conduct Scheme (effective 2026)
- Blue Card Services Guidelines