

Balmoral Highland Dancing Society Inc. Child Safe Policy

This Child Safe Policy was approved by the Committee 3 November 2016 and endorsed by members at the general meeting. It is due to be reviewed on 30 June 2018. This policy was written to demonstrate the strong commitment of the management, staff and volunteers to child safety and to provide an outline of the policies and practices we have developed to keep everyone safe from any harm, including abuse.

Commitment to child safety

All children who come to BHDS (Balmoral Highland Dancing Society Inc.) have a right to feel and be safe. The welfare of the children in our care will always be our first priority and we have a zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and have fun. This policy applies to all staff, volunteers, children and individuals involved in our organisation.

Children's rights to safety and participation

BHDS staff and volunteers encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them. We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

Valuing diversity

We value diversity and do not tolerate any discriminatory practices.

To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families
- welcome children with a disability and their families and act to promote their participation
- seek appropriate members from diverse cultural backgrounds.

Children Teaching and Assisting

BHDS allows children over the age of 14 year to assist in class. At 16 years they can become a teacher. BHDS acknowledges that they hold a position of power over their peers even though still being children. Teachers and assistants under the age of 18 must not be left alone with children and must have someone with a working with children's check present.

Recruiting members and volunteers

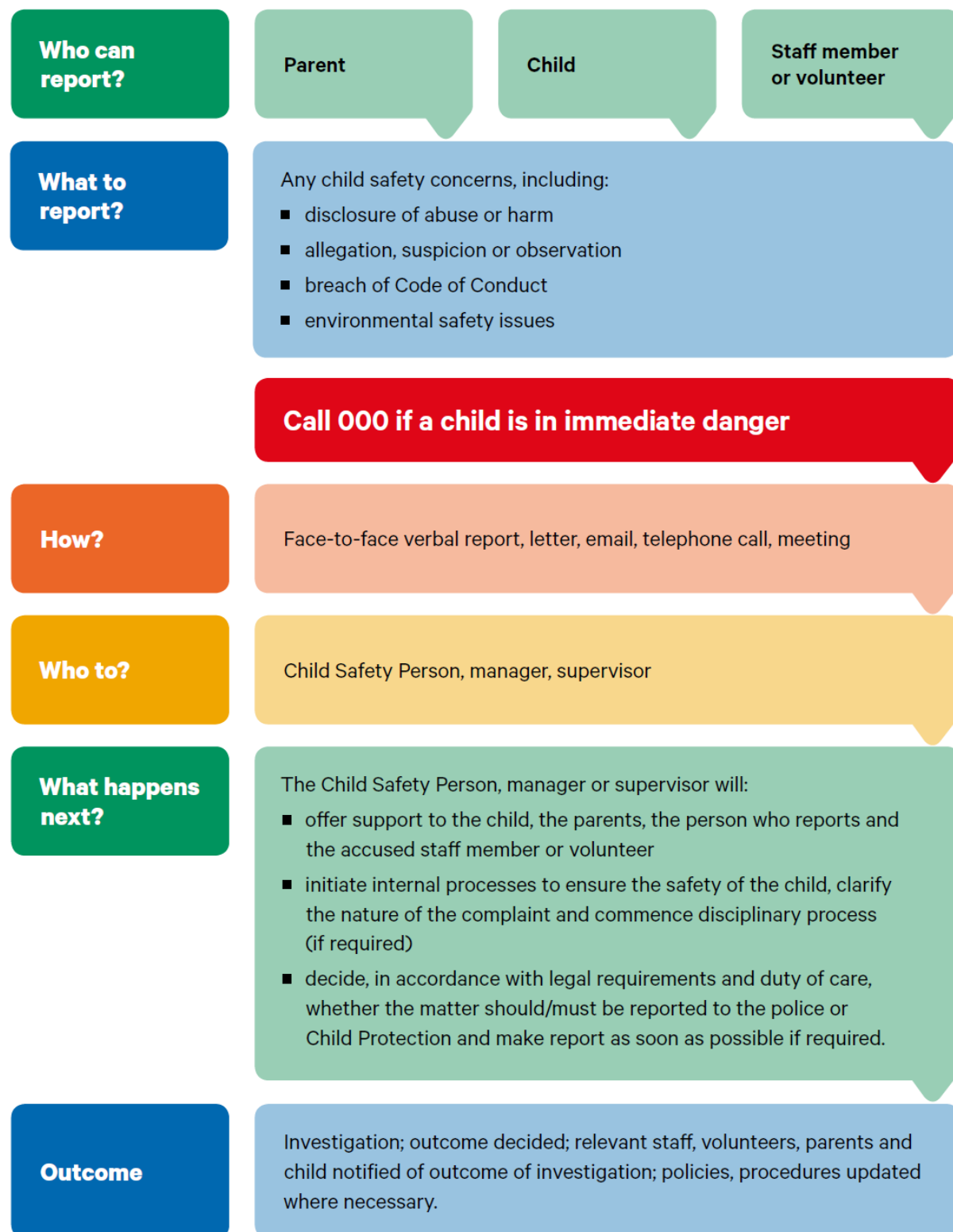
BHDS applies the best practice standards in the recruitment and screening of members and volunteers. We review all applications for membership and require Working with Children Checks for relevant positions.

Supporting staff and volunteers

BHDS seeks to attract and retain the best staff and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

A Safety Officer and the President have been appointed as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children.



Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

Reviewing this policy

This policy will be reviewed every two years.