

Child Safety Policy for Evolve Performance Studios (2025)

At **Evolve Performance Studios**, the safety and wellbeing of every child in our care is our top priority. This policy outlines the measures and practices we follow to create a safe, supportive, and nurturing environment for all children attending our dance classes and activities. It is designed to protect children from harm and to promote their physical, emotional, and mental wellbeing.

1. Commitment to Child Safety

We are committed to:

- Providing a safe and inclusive environment for all children, regardless of their gender, race, ability, cultural background, or socioeconomic status.
- Promoting children's rights and ensuring their voices are heard and respected.
- Preventing harm through awareness, training, and active risk management.

2. Code of Conduct

All staff, volunteers, and contractors must adhere to the following code of conduct:

- Treat children with respect and dignity at all times.
- Maintain appropriate boundaries and avoid physical or emotional harm.
- Never engage in inappropriate physical contact, verbal communication, or behaviour with children.
- Act as positive role models and prioritise the safety and welfare of children.
- Follow all studio policies and procedures related to child safety.

3. Recruitment and Screening

We ensure all staff and volunteers working with children are thoroughly screened and trained by:

- Conducting background checks, including criminal record and working-with-children checks (WWCC).
- Verifying references and previous employment involving children.
- Providing child safety training as part of the onboarding process.

4. Supervision and Ratios

- Children are supervised at all times during classes, rehearsals, and events.
- Appropriate student-to-teacher ratios are maintained to ensure safety.
- Parents or guardians are encouraged to observe classes through designated viewing areas, where applicable.

5. Reporting and Responding to Concerns

We have a clear procedure for reporting and managing concerns or incidents:

- All staff must report any suspicion or disclosure of abuse or harm to the Studio Principal immediately.
- Reports are documented and handled confidentially, in compliance with local child protection laws.
- We collaborate with relevant authorities and agencies to ensure a prompt and appropriate response.

6. Communication and Consent

- Written consent from parents or guardians is required for participation in classes, events, and performances. This is acknowledged upon enrolment.
- Parents are informed about any physical contact necessary for dance instruction.
- Studio communication with children under 18 is done through parents or guardians unless otherwise agreed upon in writing, via BAND.

7. Physical Safety Measures

To ensure a safe physical environment:

- The studio premises are maintained and inspected regularly for hazards.
- Emergency procedures, including fire and evacuation plans, are clearly displayed and practiced regularly.
- First aid kits are accessible, and staff are trained in first aid and CPR.

8. Online Safety

For online interactions, including virtual classes and social media:

- Only approved platforms are used for virtual classes, with appropriate security settings.
- Personal information and images of children are not shared without parental consent.
- Online communication adheres to the same professional standards as in-person interactions.

9. Inclusion and Anti-Bullying Policy

- We foster a culture of inclusion where every child feels welcome and valued.
- Bullying, harassment, and discrimination are not tolerated, and appropriate action will be taken if such behavior occurs.
- Open communication is encouraged, allowing children to express concerns without fear of judgment or reprisal.

10. Review and Updates

This policy is reviewed annually to ensure it remains up to date and effective. Feedback from staff, parents, and children is considered in the review process.

Contact Information

For questions or concerns regarding this policy, please contact:

Evolve Performance Studios

Studio Principal: Zoe Steele

Email: info@evolve.dance

Phone: 0422 356 668

By implementing this policy, Evolve Performance Studios aims to ensure that **every** child in our care feels **safe**, **supported**, and **empowered** to grow and thrive through dance.