

Our commitment to child safety

Stage School Australia (SSA) is currently undertaking a review of **Child Safe Policy** and its alignment to the **11 Child Safe Standards updated by the Commission for Children and Young People (CCYP)**.

Since 1984, Stage School Australia has existed to advance children's and young people's personal skills through training in the performing arts. With a friendly and supportive environment and dedicated team of professionals, we provide positive and enriching experiences, develop natural abilities whilst fostering a lifelong love of learning and creativity.

- We want children to be safe, happy and empowered.
- We support and respect all children, as well as our staff and volunteers.
- We are committed to the safety, participation and empowerment of all children.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our policies and procedures which are under continuous improvement.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- We are committed to preventing child abuse and identifying risks early and removing and reducing these risks.
- We have human resources and recruitment practices to reduce the risk of child abuse by new and existing staff and volunteers, which are under continuous improvement.
- We are committed to training and educating staff and volunteers on child abuse risks.
- We are committed to the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children, children with culturally and/or linguistically diverse backgrounds, children with a disability, international children, children who are unable to live at home and lesbian, gay, bisexual, transgender, intersex and a-sexual (LGBTIQIA+) children.

Stage School Australia is committed to the review of the current child safe policy and alignment to the below 11 Child Safe Standards:

Standard 1

Stage School Australia will establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.

Standard 2

Stage School Australia will ensure child safety and wellbeing is embedded in organisational leadership, governance and culture.

Standard 3

Stage School Australia will ensure children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.

Standard 4

Stage School Australia will ensure families and communities of are informed and involved in promoting child safety and wellbeing.

Standard 5

Stage School Australia will ensure equity is upheld and diverse needs respected in policy and practice.

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Standard 6

Stage School Australia will ensure people working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

Standard 7

Stage School Australia will ensure processes for complaints and concerns are child focused.

Standard 8

Stage School Australia will ensure staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

Standard 9

Stage School Australia will ensure physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

Standard 10

Stage School Australia will review and implement the Child Safe Standards with regular review and improvement.

Standard 11

Stage School Australia will provide a policies and procedures document detailing how the organisation is safe for children and young people.

Policy Review

The following policies and procedures work together to support child safety and wellbeing across all Stage School operations. We commit to review and update the following policies in line with the Child Safety Standards:

- Staff Code of Conduct
- Staff/Student Contact Policy
- Child Protection Policy
- Disciplinary Policy
- Privacy Policy

Stage School Australia is developing the following policies and procedures to support the child safety and wellbeing across all Stage School Operations:

- Child Safety and Wellbeing Policy
- Child Safety- Reporting & Responding Policy
- Complaint Handling Policy
- Recruitment and Screening Policy

Through this review, we commit to the continuous improvement of our **Child Safe Policies**, ensuring they are current, relevant and effective measures in protecting children and young people.

If you believe a child is at immediate risk, phone 000.