

POLICY FOR THE PROTECTION OF CHILDREN & YOUNG PEOPLE

REVIEW RECORD
2nd Review Date: June 2018
To be Reviewed by: Director of Education and Outreach

1. Introduction

- 1.1 Children and young people have a right to be emotionally and physically safe at all times. This Child Protection Policy outlines SDC's commitments to maintaining a child safe environment.

SDC believes that the welfare of children participating in all our activities is of the highest priority. It is the responsibility of all Workplace Participants to ensure children are protected.

- 1.2 This Child Protection Policy, in conjunction with the Child Protection Procedure Document, is designed to:
- (i) Minimise the risk to young persons and children involved in SDC programs;
 - (ii) Provide consolidated procedures to ensure any incidents or allegations of child abuse are handled in an effective and appropriate manner; and
 - (iii) Cover all activities involving children and young People including performances, open classes (16+), school holiday workshops, youth term class, school workshops, Pre-Professional Year, employment and volunteers.

2. Statement for Child Protection

- 2.1 SDC is committed to providing a safe, nurturing, stable and secure environment for children.
- 2.2 SDC fosters practices to support children's health, developmental needs, self-respect and dignity.
- 2.3 SDC will take all reasonable steps to protect children from neglect, physical, sexual, psychological and emotional abuse whilst in our care.
- 2.4 SDC will not tolerate child abuse and will deal with any allegations of child abuse consistently and appropriately.
- 2.5 It is the responsibility of all Workplace Participants to ensure children are protected and treated with respect.
- 2.6 Any Workplace Participants who work directly with children and young people, or have responsibility over programs for children and young people, must provide a valid Working

with Children Check for the relevant jurisdiction. No individual may be employed to work with children, by law, who does not hold a Working with Children Check.

3. Scope of Policy

- 3.1 The Child Protection Policy is in addition to and complements existing or future policies regarding employee responsibilities and behaviour. This includes policies relating to sexual harassment, discrimination, confidentiality, theft and disciplinary action.
- 3.2 Child Protection Policy violations may be subject to disciplinary action, up to and including termination and reporting to the appropriate government or legal authorities. For information on SDC disciplinary procedures, refer to SDC Disciplinary Procedures.

4. Values for Creating a Child Safe Environment

SDC has developed a set of five principles that all Workplace Participants and children and young people are expected to uphold. These values are published on the SDC website and should be referred to during programs. They cover SAFETY, COMMITMENT, KINDNESS, RESPECT and COMMUNICATION. Children and young people are encouraged to tell a member of staff or a parent if they feel these values are not being upheld.

5. Definitions

Unless the context otherwise requires, the following words and expressions have the following meanings in the Child Protection Policy:

Adult	Any person 18 years of age or over.
Child	Any person under the age of 18 years.
Child Protection	“To provide for the care and protection of, and the provision of services to, children and young persons.” (Children and Young Persons (Care and Protection) Act 1998).
Child Protection Policy	Means these child protection policies and procedures as attached to the Code of Conduct.
Emotional Abuse	“Serious psychological harm can occur where the behaviour of their parent or caregiver damages the confidence and self-esteem of the child or young person, resulting in serious emotional disturbance or psychological trauma. This can include a range of behaviours such as excessive criticism, withholding affection, exposure to domestic violence, intimidation or threatening behaviour.” (NSW Family and Community Services)
Neglect	“Child neglect is the continued failure by a parent or caregiver to provide a child with the basic things needed for his or her proper growth and development, such as food, clothing, shelter, medical and dental care and adequate supervision”. (NSW Family and Community Services)
Physical abuse	“Physical abuse is a non-accidental injury or pattern of injuries to a child or young person caused by a parent, caregiver or any other person”. (NSW Family and Community Services)
SDC	Sydney Dance Company
Sexual Abuse	“Sexual abuse is when someone involves a child or young person in a sexual activity by using their power over them or taking advantage of their trust”. (NSW Family and Community Services)
Working with Children Check	A Working With Children Check is a requirement for people who work or volunteer in child-related work. It involves a national criminal history check and a review of findings of workplace misconduct. (Office of the Children’s Guardian)
Young Person/People	Usually a person between the ages of 12-25