



Child Safe Policy document for En Pointe Studios Pty Ltd.

Purpose

The purpose of this Child Safe Policy is to ensure that all students at En Pointe Studios are protected from harm and feel safe and supported. This policy outlines our commitment to the safety and well-being of children and young people, in alignment with the 11 Child Safe Standards issued by the Commission for Children and Young People (CCYP). This policy applies to all staff, volunteers, students, and any other individuals involved in the activities of the En Pointe Studios.

1. Commitment to Child Safety

Demonstrate a commitment to child safety by embedding a child-safe culture across the school.

- En Pointe Studios is committed to child safety and has a zero-tolerance approach to child abuse.
- All staff and volunteers are required to uphold the safety, dignity, and rights of children.
- Child safety is discussed regularly at staff meetings, and child-safe practices are embedded in our school culture.

2. Empowering Children

Empower children to understand their rights and involve them in decisions affecting them.

- Children are encouraged to speak up if they feel unsafe
- Student feedback is regularly sought and incorporated into school practices
- Students may report to their class teachers and or our school director Miss Renee Grinsted and studio manager Mr Kurt Dwyer William.

3. Equity and Diversity

Ensure that equity is upheld and that diversity is valued and respected.

- Policies and practices are inclusive of all children, regardless of cultural background, disability, gender, or sexual orientation.

4. Child Safety Policies and Procedures

Develop and implement policies and procedures that support child safety.

- The Child Safe Policy is accessible to all staff, students, and families, it can be found on our website and at the studio locations.
- Regular reviews of child safety policies are conducted to ensure they remain current and effective.

- Clear procedures are in place for reporting child safety concerns.

5. Empowering Staff through Training and Supervision

Ensure all staff and volunteers are equipped to protect children through regular support.

- All staff meet the mandatory child safety standards when employed with En Pointe Studios
- Staff and volunteers are supervised and supported in their roles to ensure child safety.
- Staff are informed and provided with regular updates on any changes made to Australian child safety standards and regulations

6. Responding to and Reporting Abuse

Ensure effective processes are in place for responding to and reporting child safety incidents and concerns.

- A clear reporting procedure is in place for all child safety concerns.
- All reports of child abuse are taken seriously and responded to promptly and appropriately.
- Confidentiality is maintained during the reporting and investigation process.

Students and or parents can report any concerns directly to their class teachers at the studio or they are encouraged to contact our studio owner Renee Grinsted via email or phone: enpointeschoolofballet@gmail.com or phone 0423 251 400. Students and or parents may also wish to speak with our studio manager Kurt Dwyer William, he can be contacted via email or phone: enpointecoordinator@icloud.com or phone 0431 514 955

7. Ongoing Child Safety Risk Management

Identify and manage risks to child safety in all school environments.

- Regular risk assessments are conducted to identify and mitigate risks to child safety.
- Child safety is considered in planning all school activities, including excursions and performances.
- Staff and volunteers are supported to identify and respond to potential risks.

8. Child Safety and Wellbeing in the School Environment

Ensure the physical and online environments are safe and promote the well-being of children.

- The physical and online environments are regularly inspected to ensure it is safe for children.

9. Regular Review and Continuous Improvement

Regularly review and improve child safety practices to ensure they remain effective.

- The Child Safe Policy and associated procedures are reviewed annually.
- Feedback from staff, students, and families is used to improve child safety practices.
- The school commits to continuous improvement in child safety practices.

10. Communication with Families and Communities

Engage with families and communities regarding child safety and involve them in the school's child safety approach.

- Families are informed of the school's Child Safe Policy and practices.
- Regular communication is maintained with families regarding child safety.
- The school encourages family and community involvement in child safety initiatives.

11. Safe Recruitment and Engagement of Staff

En Pointe Studios ensures that all staff and volunteers are suitable to work with children.

- Rigorous recruitment and screening processes are in place, including Working with Children Checks and reference checks.
- Interviews and reference checks focus on child safety values and understanding. Staff and volunteers are inducted into the school's child safety practices and expectations.

Review and Approval

This Child Safe Policy will be reviewed annually or as required to ensure it remains current and effective. The En Pointe Studios leadership team is responsible for the review and approval of this policy.

This policy aligns with the CCYP's Child Safe Standards and reflects En Pointe Studios commitment to providing a safe and supportive environment for all children and young people involved in its programs