

# ACTiv Elite Performers Child Safety Policy

## Our Commitment

ACTiv Elite Performers is committed to providing a safe, supportive and empowering environment where every child and young person feels valued, respected and protected.

The safety, welfare and wellbeing of children is our highest priority.

We have zero tolerance for child abuse, grooming, bullying, harassment, discrimination or any behaviour that places a child at risk.

All staff, contractors, volunteers, guest artists, parents and students share responsibility for creating a child-safe environment.

## Child Safe Statement

At ACTiv Elite Performers we:

- Put the safety and wellbeing of children first.
- Listen to children and take their concerns seriously.
- Encourage children to participate and have a voice.
- Respect diversity and inclusion.
- Support children of all abilities, cultures, identities and backgrounds.
- Maintain professional boundaries at all times.
- Respond promptly to concerns, complaints and allegations.
- Continuously improve our child safe practices.

## Our Child Safety Officer

Child Safety Contact Person:

**Charisse Graber**

Director – ACTiv Elite Performers

Phone: 0403 806 599

Email: [info@activeliteperformers.com.au](mailto:info@activeliteperformers.com.au)

Students, families, staff and community members may contact the Child Safety Officer at any time regarding concerns about a child's safety or wellbeing.

## Student Rights

Every student at ACTiv has the right to:

- Feel safe.
- Be treated with dignity and respect.
- Have their voice heard.
- Participate in decisions that affect them.
- Learn in an inclusive environment.
- Be protected from harm, abuse, bullying and discrimination.
- Know who they can speak to if they are worried or unsafe.

## Staff Responsibilities

All ACTiv staff, contractors, volunteers and guest artists must:

- Hold a valid NSW Working With Children Check where required.
- Maintain professional boundaries.
- Treat students fairly and respectfully.
- Promote inclusion and belonging.
- Report concerns immediately.
- Follow ACTiv policies and procedures.
- Participate in child safety training.

Staff must never:

- Engage in grooming behaviours.
- Show favouritism.
- Communicate with students for personal reasons.
- Transport students without approval.
- Be under the influence of alcohol or drugs while supervising children.
- Use humiliating, degrading or intimidating behaviour.

## Physical Contact

ACTiv recognises that physical guidance may occasionally be required in dance, acrobatics, aerial silks and performance training.

Staff must:

- Explain why physical assistance is required.
- Seek permission where practical.
- Use verbal instruction first.

- Ensure contact is brief, appropriate and directly related to teaching.
- Respect a student's right to decline physical assistance where safe to do so.

## **Online Communication**

Communication with students must:

- Be directly related to ACTiv activities.
- Occur through approved platforms.
- Remain professional at all times.
- Include parents or carers wherever practical.

Choreography videos, rehearsal footage and educational resources may be shared for learning purposes only.

Staff must not engage in personal, social or unrelated conversations with students.

## **Photography and Filming**

ACTiv uses photography and video for educational, promotional and performance purposes.

We will:

- Obtain parent consent.
- Respect image restrictions.
- Protect student privacy.
- Use images appropriately.

Photography is prohibited in change rooms, bathrooms and private changing areas.

## **Concerts, Performances and Rehearsals**

During performances and rehearsals:

- Students must be actively supervised.
- Teachers must know where their students are at all times.
- Students should use age-appropriate change facilities.
- Staff should avoid being alone with a child where possible.
- Mobile phone photography is prohibited in change rooms.
- Any missing student must be reported immediately.

## **Bullying and Inappropriate Behaviour**

ACTiv does not tolerate:

- Bullying
- Harassment
- Discrimination
- Racism
- Cyberbullying
- Exclusionary behaviour

Concerns will be addressed promptly and may involve parents, behaviour management plans, suspension or cancellation of enrolment where appropriate.

## Reporting Concerns

If a child discloses harm, staff should:

1. Remain calm.
2. Listen carefully.
3. Believe the child.
4. Avoid leading questions.
5. Reassure the child.
6. Record the information.
7. Report the concern immediately to the Child Safety Officer.
8. Maintain confidentiality.

Any concern about a child's safety, welfare or wellbeing must be reported, regardless of how minor it may seem.

## Student and Family Feedback

ACTiv encourages students and families to provide feedback regarding:

- Safety
- Wellbeing
- Inclusion
- Programs
- Staff conduct
- Child safe practices

Feedback can be provided verbally, via email, through surveys or directly to management.

## Policy Review

This policy will be reviewed annually and updated whenever required to ensure compliance with the NSW Child Safe Standards and best practice child safeguarding principles.