CHILD SAFETY CODE OF CONDUCT

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Drafted by	Hannah Portas	Approved on	15 December 2025
Responsible person	Hannah Portas	Scheduled review date	15 December 2025

CODE OF CONDUCT FOR TEACHERS, EMPLOYEES, VOLUNTEERS AND CONTRACTORS WORKING WITH CHILDREN AND YOUNG PEOPLE

All teachers, employees, contractors, and volunteers at **The Dance Academy Sunshine Coast** are required to abide by this Code.

The Principal and Directors will:

1. Be responsible and accountable for the overall welfare and wellbeing of staff and volunteers.
2. Act as or nominate a staff member to provide information and support to all staff, volunteers, children, young people and their parents/carers regarding child safety.

All people involved in the care of children on behalf of **The Dance Academy Sunshine Coast** will:

1. Responsibly administrate programs and activities in their area.
2. Actively maintain a duty of care, including First Nations Cultural care towards all children involved in these programs and activities.
3. Establish and maintain a child-safe environment in the course of their work.
4. Commit to developing and nurturing a First Nations Culturally safe environment for First Nations children.
5. Be fair, considerate and honest with others.
6. Respectfully treat and value the ideas and opinions of children and young people.
7. Act as positive role models in their conduct with children and young people.
8. Always act professionally.
9. Strictly and transparently maintain impartiality (no favourites).
10. Comply with specific organisational guidelines on physical contact with children[1].

[1] Dance instruction and activity may legitimately involve some forms of physical contact, and some people with disabilities may legitimately require carefully monitored physical restraint. Specific guidelines must be developed by staff and parents/carers that require them.

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11. Respect the privacy of children, their parents/carers, and only disclose information to people who have a legitimate need to know.
12. Comply with the policies and procedures of **The Dance Academy Sunshine Coast**
13. Contact the police if a child is at immediate risk of abuse, phone 000.

No person at **The Dance Academy Sunshine Coast** including the Principal, teachers, employees and any adult in the position of caring for or supervising children shall:

1. Shame, humiliate, oppress, or degrade children or young people.
2. Discriminate against any child.
3. Engage in any activity with a child or young person that is likely to harm them physically or emotionally either in their dance activity or otherwise at **The Dance Academy Sunshine Coast** premises/events.
4. Initiate unnecessary physical contact with a child or young person or do things of a personal nature for them (eg: dressing them) that they can do for themselves.
5. Be alone with a child or young person unnecessarily and/or for more than a very short time.
6. Develop a 'special' relationship with a specific child or young person for their own needs.
7. Show favouritism through the provision of gifts or inappropriate attention or selection for activities/roles.
8. Arrange contact, including online contact, with children or young people outside of **The Dance Academy Sunshine Coast 's** classes, programs, events, and activities.
9. Photograph or video a child or young person without the consent of the child and their parents/carers.
10. Work with children or young people while under the influence of alcohol or illegal drugs.
11. Engage in open discussions of a mature or adult nature in the presence of children.
12. Use inappropriate language in the presence of children; or
13. Do anything in contravention of the organisation's policies, procedures, or this Code of Conduct.

What happens if you breach this Child Safety Code of Conduct

If you breach this Code of Conduct you will face disciplinary action, including and up to termination of employment or cessation of engagement with The Dance Academy Sunshine Coast

AUTHORISATION

Hannah Portas
15 December 2025
The Dance Academy Sunshine Coast

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