

## **Safeguarding Policy**

### **Overview 1.1**

*The purpose of our safeguarding policy is to acknowledge that Grange Dance is committed to creating a child safe and cultural safe learning environment for all students. Grange Dance acknowledges that children's safety and wellbeing is everybody's responsibility.*

### **Commitment 1.2**

Grange Dance believes that no child or young person should be the subject of neglectful or abusive behaviour.

We will promote and maintain the welfare of every child in our care and seek to protect them from harm regardless of race, age, disability, gender, sexual orientation, religious belief or any other form of identity or creed. We will create a safe and welcoming environment for all to belong.

This policy applies to all our staff, volunteers and covers children under the age of 18 and/or vulnerable adults under the age of 24.

### **Procedures 1.3**

To protect children and young people in our care, we will:

- Value and respect children and listen to what they have to say.
- Work with children, parents and relevant organisations.
- Share our policy with all staff, parents and students.
- Ensure all required checks are made when hiring staff and that those in regular contact with children hold a current blue card.
- Provide appropriate training and support to all staff.
- Take responsibility for children and young people's safety when in our care.
- Seek permission from parents before taking images (photographs or film) of students and inform them how and where the images will be used.
- Report suspected neglect or abuse to the nominated member of staff, relevant organisation, or police.
- Ensure that policies are annually reviewed, reflected upon and updated.
- Respect diversity including first nations children, Culturally and Linguistically Diverse (CALD) children and children with a disability.

Additional guidance can be found in the following documents at the end of this policy:

- Reporting Suspected Neglect or Abuse
- Appropriate Physical Contact in Dance
- Use of Photographs and Film of Children

### **Reporting Suspected Neglect or Abuse 1.4**

Concerns regarding a child's welfare can be reported by:

- Parents • Teachers
- Friends • The child or young person

All allegations of neglect or abuse will be taken seriously. If a concern is reported directly by the child or young person we will not seek to disagree, ask probing or leading questions, or do anything else which may discourage them.

We will make it clear that reported concerns cannot be kept confidential but will need to be shared with a nominated member of staff or external organisation. Parents or guardians will also be involved if appropriate.

We recognise that early action is vital. Any concerns will be reported immediately.

If the child or young person is in immediate danger of harm, we will contact the police on 000

In all other cases, we will report concerns to the child safety services 1300 682 254

**Use of photographs and Films of Children**

Grange Dance recognises that taking images of students in our care may not always be appropriate and that some children and parents may not want images taken at any time. Therefore, before taking images of a child or young person, we will:

- Seek written agreement from parents that images can be taken of their child.
- Explain how the image will be used, e.g. whether it will be posted on social media or printed to be displayed at the school

Where we have publicly displayed images at our school or on social media, parents and students may withdraw their permission at any time. In such cases, the images will be removed as soon as is reasonable and without question.

We ask that any parent wanting to take photographs or film at our events only do so with our prior permission. Permission will only be granted on the agreement of all present

**This policy was last reviewed on 29/04/2026**

**Name: Louise Nicholls**

**Job Title: Owner & Principal**

**Signature:** 