



SHOWBIZ PERFORMING ARTS STUDIOS PTY LTD

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CHILD SAFE POLICIES & PROCEDURES

ShowBiz Performing Arts Studios is committed to ensuring that all children that attend our classes and studios feel safe, supported, and protected from harm.

Our children's safety is paramount to us, and we are committed to ensuring each child's experience is a positive one when participating in all classes and activities inside and outside of our studios.

This policy applies to all staff members, teachers, volunteers, Parents/Guardians, and adults over the age of 18 years that may interact or come in contact with any children at our studios, performances or events.

ShowBiz Performing Arts Studios has zero tolerance to any form of child harm or abuse.

ShowBiz director and child safety officer Danielle Stott will treat all allegations and safety concerns very seriously. All concerns will be fully investigated and handled with extreme care and confidentiality.

We have a legal and moral obligation to contact authorities when we are concerned about a child's safety. ShowBiz Performing Arts Studios is committed to preventing child abuse and identifying the risks early and removing or preventing such risks from occurring.

Should a person wish to make any enquiries in relation to this policy and its procedures please contact studio director, Danielle on 0477 253 820.

ShowBiz Performing Arts Studios pride ourselves on having a family friendly culture. In doing so we believe all students, parents and staff feel supported and empowered to safely raise any concern or complaints about any perceived signs of risk or abuse to a child within our organisation.

In our studio we value diversity and we do not tolerate any discriminatory behaviour from staff, visitors or students. We are committed to protecting our students from any form of physical, psychological or emotional abuse. We promote a culture of kindness and family so all students can feel connected, safe and always included regardless of their religion, gender, sexual orientation, abilities, culture or background.

ShowBiz Performing Arts Studios take vigorous steps to ensure we have the most suitable staff and teachers to work with our children and ensure that all volunteers are teachers or parent/guardians that have children attending our studios with current Working With Children Checks.

The safety and wellbeing of our students is our primary priority. We are also fair and just to personnel. The decisions we make when recruiting, assessing incidents, and undertaking disciplinary action will always be thorough, transparent, and based on evidence.

ShowBiz has a strict social media policy. All students who have not had a parent/guardian object in writing as per clause 10.2 in our terms and conditions, will be photographed from time to time in appropriate attire and positioning. These videos and photographs will be used for promotional and advertising purposes only.

Students must understand that consent to post content across their own personal social media accounts, MUST obtain permission for each individual featured in their content. If the individual is a minor, permission must be sort from an adult parent or guardian. At no time must anyone be captured in social media content without their knowledge, any time this may happen, the content must be deleted and not uploaded to any media platform. ShowBiz will only take responsibility for media captured in studio or at any ShowBiz authorised event.

Any student who breaks this code will be summoned with their guardian for a meeting with the director, a verbal warning will be given followed by a written warning. If the code is broken for a third time the student will be asked to leave ShowBiz permenately. No refunds will be given in the event of an expulsion of a student.

Our child safe policy will be reviewed and updated where needed every 2 years or when necessary. We will continue to listen to the needs of our students, parents, staff, and legal requirements when making such updates and all health, safety and welfare concerns will take priority over any other competing obligations.

If you believe a child is at immediate risk of abuse, please phone 000