



## Child Protection Policy

Policy in all Australian jurisdictions identifies the paramount importance of the principle of the “best interests of the child”. Australian School of Performing Arts (ASPA) staff members have a legal obligation to protect the children in our care. This policy outlines the key points of Child Protection at ASPA.

Please note that this document touches on some sensitive topics about Child Protection; should you have any questions please talk to the CEO, Nicole Muir.

### **Child Protection procedures and considerations include but are not limited to the following:**

- Treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- Do not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- Wherever possible, ensure that another adult is present when working with children
- If a child’s parent or guardian is late to pick them up, do not offer to drive/accompany them home unless they are at immediate risk of injury or in physical danger and a member of the Senior Management Team has been consulted
- Refrain from physical punishment or discipline of children
- Immediately report concerns or allegations of child abuse in accordance with appropriate procedures
- Always project a confident and professional image to help parents feel their child is safe within our care

### **Reporting of Suspected Abuse**

Australian States and Territories have different laws in regard to reporting of suspected abuse. ASPA policy dictates that staff members must report concerns of suspected abuse, or of significant risk, to the CEO, Nicole Muir, who will act in accordance with state legislation.

Suspected Abuse is, but is not limited to, the risk of significant harm in relation to current concerns. Current concerns may relate to:

- Abuse or neglect that is recent
- Abuse or neglect that is likely in the foreseeable future if nothing changes
- The child having contact with someone who has caused significant harm to either them or another child in the past
- Past abuse or neglect with a continuing and significant impact on the child

Risk of significant harm relates to the following circumstances:

- Neglect
- Physical abuse
- Sexual abuse
- Serious physical or psychological harm resulting from exposure to domestic violence
- Serious psychological harm
- Giving up a child’s care unlawfully

ASPA staff members should be aware that failing to make a report of risk of significant harm in relation to a child or young person may constitute a breach of their duty of care.

### **Use of Images**

By submitting payment and enrolling in the Australian Girls Choir, parents and guardians agree to the Terms of Enrolment, allowing the use of photographs, audio and video recordings of classes and performances for educational purposes and in promotional material. Use of ASPA Education images for ASPA promotional purposes only are negotiated on a case by case basis with individuals and schools.

When selecting and using images ASPA:

- Seeks the permission of the child’s parent/guardian, or individual in the case of adult participants

- Only uses appropriate images of the child undertaking a relevant activity
- If ASPA staff or families have any concerns regarding an image or feel it may be harmful, please discuss this with the General Manager - PR and Marketing.

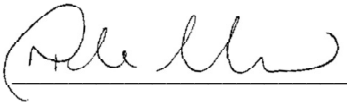
Please refer to the website for the ASPA Privacy Policy.

### **Working With Children Checks and Child Employment**

ASPA adheres to the relevant state based Working with Children and Child Employment Acts. It is a condition of employment at ASPA that all staff members, regardless of their role, are required to obtain and hold a valid Working with Children Check or state equivalent.

### **Informing Staff members of the legislative liability of Child Protection**

All ASPA staff will receive a copy of this policy upon appointment.



Nicole Muir  
CEO

This policy will be regularly reviewed to take into account legislative change.  
Date: October 2017