



Child Protection Policy

Australian School of Performing Arts (ASPA) adheres to the National Principles for Child Safe Organisations as well as the relevant Child Safe Standards in each state and territory. ASPA staff members understand they 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 GM – Business Services, Kylie Lee-Archer.

The National Principles for Child Safe Organisations are:

- Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- Families and communities are informed and involved in promoting child safety and wellbeing.
- Equity is upheld and diverse needs respected in policy and practice.
- Processes to respond to complaints and concerns are child focussed.
- People working with children are suitable and supported to reflect child safety and wellbeing values in practice.
- Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- Implementation of national child safe principles is regularly reviewed and improved.
- Policies and procedures document how the organisation is safe for children and young people.

Reporting of Suspected Abuse

Australian States and Territories have different laws in regard to reporting of suspected abuse. Please refer to the specific Acts listed at the end of this policy. ASPA policy dictates that staff members must report concerns of suspected abuse, or of significant risk, to the GM – Business Services, Kylie Lee-Archer, who will act in accordance with relevant state and territory 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, neglect or harm that is recent
- Abuse, neglect or harm 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.

Working With Children Checks and Child Employment

ASPA adheres to the relevant state and territory 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.

Use of Images

By submitting payment and enrolling in the Australian Girls Choir, parents and guardians agree to the Terms of Enrolment, allowing ASPA 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.

ASPA informs parents, guardians and staff members that they cannot photograph or film students during session times for personal use.

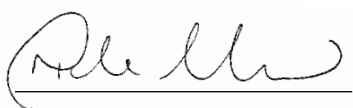
When selecting and using images ASPA:

- 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

Please refer to the website for the ASPA Privacy Policy. If ASPA staff or families have any concerns regarding an image or feel it may be harmful, please discuss this with the GM - PR and Marketing, Jasmine Cruickshank.

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: June 2021

Acts and Regulations

ACT – Children and Young People Act 2008 and Working with Vulnerable People (Background Checking) Act 2011

NSW – Children's Guardian Act 2019, Children and Young Persons (Care and Protection) Act 1998, Children and Young Persons (Care and Protection) (Child Employment) Regulation 2015, and Child Protection (Working with Children) Act 2012

QLD – Child Protection Act 1999, Child Employment Act 2006 and Working with Children (Risk Management and Screening) Act 2000

SA – Children and Young People (Safety) Act 2017 and Child Safety (Prohibited Persons) Act 2016

VIC – Children, Youth and Families Act 2005, Child Wellbeing and Safety Act 2005, Child Employment Act 2003 and Worker Screening Act 2020

WA – Children and Community Services Act 2004 and Working with Children (Criminal Record Checking) Act 2004