

# **BAM Arts Inc**

## **Child Safety Code of Conduct**



**2021**

BAM Arts Inc is committed to creating a safe environment for all students attending any of our recreational classes, workshops or groups. We take particular care and increased measures to ensure safety of minors as students of BAM Arts Inc generally have a disability which can increase their vulnerability.

The purpose of this document is to demonstrate our commitment to children and young people who attend BAM Arts Inc and the provisions we have in place to ensure their best interests, safety and wellbeing is being nurtured and supported at all times.

This policy is also shared with any teacher, volunteer or carer who is supporting students during any BAM Arts Inc activity. This document highlights what we believe and demonstrate in order to protect our children and young people from potential harm.

### **Interactions with children and young people** (*Under 21 years of age*)

- There should always be two BAM teachers (including volunteer) in each class. This way there is accountability and the ability to support individual student needs in an open and transparent way.
- BAM teachers are always to encourage students to join in with minimal physical touch and to use visual and verbal prompts rather than physically moving a student. If a student is needing more support (i.e challenging behaviour) this should be referred to the responsible adult for the student (i.e parent or support worker)
- BAM teachers never support a child or young person with toileting or personal needs.
- All students younger than 18 years old, have to have a support worker or parent present in classes. As some of our students have difficulty communicating, it is imperative that a parent or support worker is present to ensure that information is shared correctly and also the students voice is heard.
- BAM teachers shouldn't engage in private conversation with any students, this includes in any medium, such as online, meetings or texts.
- All students of BAM Arts Inc have a student enrolment form that is filled in by parents or guardians, in this is a media contract that allows us to post photos of their child through our social media. BAM Arts Inc will never give out personal information of students online. For example we would NEVER publish children's last names or other personal information that could give a stranger access to them or put them unknowingly in danger.

### **Communication and social interactions**

- All teachers at BAM Arts Inc behave as a positive role model to all children and young people
- Teachers impart skills and knowledge of the performing and creative arts in a respectful and encouraging way.
- Teachers use positive and affirming language towards children and young people
- Teachers always have high expectations of students within their classes
- Teachers encourage all students to express themselves and their ideas and listen to them with respect
- Teachers support the environment to be inclusive of all students abilities, needs and strengths
- Teachers intervene and delegate children to appropriate parent or carer if their behaviour is inappropriate or escalated.

### **Physical safety**

- At BAM Arts Inc we provide a physically safe and accessible space for all students
- We provide and encourage students to use private bathrooms and areas to change away from others to ensure privacy.
- If we need to teach something that means there will be physical touch involved, it is important that adults role model gaining respectful consent, for example “John, is it ok if I put my hand on your shoulder?” Teachers need to be flexible in their choreography and expectations as many of our students are uncomfortable with touch and people coming into their personal space.

### **Cultural and emotional safety**

- Teachers, volunteer and carers of BAM Arts Inc should respect all differences, whether that be to do with sexuality, culture, disability, religion, politics, gender etc
- BAM Arts Inc promotes safety, participation and empowerment of children and young people with any kind of disability.
- BAM Arts Inc promotes cultural safety, participation and empowerment of linguistically and culturally diverse children and young people
- BAM Arts Inc promotes cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children and young people.
- BAM Arts Inc actively works with parents and our community to ensure we are welcoming and sensitive to all our communities needs. By working with our community we learn more and better support our families.

### **Other measures BAM Arts Inc have in place to keep children and young people safe:**

- Teachers manual, this is given to each teacher and regularly reviewed by management to ensure all our teachers are aware of policies in place to protect and support our community.
- Teachers are not to engage in support work or care of any of the students at BAM Arts Inc, this is to ensure safety of relationships for teachers and students.
- Teachers are not to have relationships of any type with children and young people on personal social media accounts or personal phones.
- Teacher are not to be involved in personal care needs of any student
- Teachers are not to be involved in any individual behaviour guidance or strategies
- All teachers are required to have a valid working with children check

### **How to respond if a child makes an allegation of abuse:**

- Listen to the child or young persons concern with sensitivity
- Be supportive and reassuring
- Ask open ended questions and reassure the child/young person they have done the right thing in telling you
- Let them know you will have to share this information with management, or see if they would feel comfortable sharing it with them
- Record the disclosure, using the child/young persons words (including time, date, location of disclosure)
- Note the demeanour of the student, including if their is any physical evidence shown
- This is a confidential document and should only be shared with management

**Management will then report concerns to relevant external bodies (Department of health and human services) and await further advice. If child is in immediate danger, management is to call 000.**

***I have read and understood the code of conduct for ensuring the safety of all children and young people at BAM Arts Inc***

**Name:**

**Signature:**

**Date:**