

DYNASTY Performing Arts – Child Safety & Wellbeing Framework

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DYNASTY Performing Arts

1. Statement of Commitment to Child Safety

At **DYNASTY Performing Arts**, every child has the right to feel safe, valued and supported. Child safety and wellbeing are central to everything that happens within our classes, rehearsals, performances and events.

DYNASTY Performing Arts is committed to creating a nurturing, inclusive and empowering performing arts environment where children and young people feel confident to express themselves, develop skills and participate fully.

To keep children safe, DYNASTY Performing Arts commits to:

- Implementing and embedding the **10 NSW Child Safe Standards** across all areas of the studio
- Providing a safe, supportive and respectful environment for all children
- Preventing exposure to any form of harm, abuse or misconduct
- Empowering children to have a voice and participate in decisions that affect them
- Making sure children know who they can speak to if they feel unsafe or concerned

As a child safe organisation, DYNASTY Performing Arts also commits to:

- Educating staff, contractors and volunteers about child safety responsibilities
- Making sure everyone understands how to identify, respond to and report concerns
- Encouraging feedback to continuously strengthen child safe practices
- Ensuring families and community members understand that child safety is everyone's responsibility

This Statement of Commitment is shared publicly and is available on our website and at our studio locations.

2. Purpose of this Framework

2.1 Purpose

All children at DYNASTY Performing Arts have the right to feel safe, protected and included. This policy outlines how child safety is embedded into our everyday studio practices and sets clear expectations for everyone involved in our programs.

3. Scope and Application

This policy applies to:

- Studio Director
 - Child Safety Officer
 - Teachers and assistant teachers
 - Administrative staff
 - Contractors and guest instructors
 - Volunteers
 - Parents, carers and guardians
 - Students attending any DYNASTY Performing Arts program or event
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4. Our Commitment to Child Safety

DYNASTY Performing Arts prioritises the safety and wellbeing of every child. All services and activities are inclusive of children of all abilities, backgrounds and needs, including children with disability.

5. Roles and Responsibilities

Everyone involved with DYNASTY Performing Arts is responsible for:

- Upholding our commitment to child safety
- Following the Child Safe Code of Conduct
- Participating in required child safety training
- Reporting concerns, disclosures or breaches immediately

5.1 Studio Director & Child Safety Officer

- Overall accountability for child safety governance
- Primary contact for child safety concerns, reports and disclosures
- Responsible for ensuring child safety policies are implemented, communicated, reviewed and updated

5.2 Staff, Contractors and Volunteers

- Maintain professional boundaries
 - Actively protect children from harm
 - Report concerns immediately
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6. Shared Responsibilities for a Child Safe Studio

Creating a child safe, respectful and nurturing environment is a shared responsibility between students, families and staff. Children are encouraged and supported to speak up if something feels unsafe, uncomfortable or worrying, and will be taken seriously when they do.

6.1 Students will:

- Treat teachers, staff and other students with kindness and respect
- Follow instructions to support safety, learning and group focus
- Arrive on time and ready to participate
- Wear appropriate uniform and attire for each class
- Use mobile phones only when permitted by a teacher
- Use respectful language at all times
- Be honest about injuries, illness or ability to participate

- Follow studio rules around toilets, food and shared spaces
- Represent DYNASTY Performing Arts respectfully in uniform and online
- Speak to a teacher or the Studio Director if something feels unsafe or uncomfortable
- Help create a positive, inclusive environment where everyone feels safe

While the Australian Government under-16 social media ban is in place, students under the age of 16 are not permitted to post or share any photos or video content filmed inside DYNASTY Performing Arts classes, rehearsals or premises on their personal social media accounts. This includes content filmed by the student or by others.

6.2 Parents and carers will:

- Support and reinforce studio expectations with their child
- Communicate respectfully with staff and other families
- Provide accurate information about medical needs, injuries or additional support requirements
- Follow drop-off and pick-up procedures
- Use appropriate communication channels to contact the studio
- Respect professional boundaries between staff and students
- Raise concerns or feedback promptly and respectfully
- Support a safe, inclusive and nurturing studio culture

Parents and carers are responsible for monitoring and enforcing the under-16 social media restriction, including ensuring that students under 16 do not post or share content filmed inside DYNASTY Performing Arts classes, rehearsals or premises on personal social media accounts.

Parents and carers are encouraged to contact the Studio Director & Child Safety Officer at any time if they have questions, concerns or feedback relating to their child's safety or wellbeing.

6.3 Staff, contractors and volunteers will:

- Uphold all child safe policies and procedures
- Maintain professional boundaries at all times
- Follow communication and social media guidelines
- Actively protect students from harm
- Report concerns immediately
- Support a positive, inclusive learning environment

7. Definitions of Harm and Abuse

DYNASTY Performing Arts recognises the following forms of harm:

- Psychological or emotional abuse

- Physical abuse
 - Sexual abuse
 - Grooming
 - Misconduct
 - Lack of appropriate care or supervision
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8. Child Safe Practices in a Performing Arts Environment

This policy covers child safety across:

- Dance, drama, singing and acrobatics classes
- Rehearsals and performances
- Change rooms and bathrooms
- Drop-off and pick-up times
- Online communication and digital platforms
- Photography and video use
- Physical contact required for instruction.
- Transport and excursions

Online Communication & Social Media Use

To protect children and maintain clear professional boundaries, DYNASTY Performing Arts has strict expectations around online communication.

- Staff and contractors must not follow, friend, message or interact with students on personal social media accounts.
- Students or parents may follow staff members' **public** professional or personal accounts where no direct interaction occurs (for example, following a public Instagram account).
- Staff and contractors must not follow back, accept friend requests from, or initiate connections with students or parents on personal social media accounts.
- Direct private online communication between staff and students is not permitted.
- Any required online communication with students must be conducted through approved studio-managed platforms and include a parent or carer.
- Staff must maintain professional boundaries in online spaces at all times, including outside of studio hours, during performances and at events.

Approved studio-managed communication channels may include monitored group chats, email or official studio platforms only.

Photography and Video

Images or videos of students are only taken with written parental consent and are used respectfully and appropriately. Personal devices are not used without permission.

Review

This policy is reviewed annually, or immediately following any critical incident.

9. Child Safe Code of Conduct

9.1 Purpose and Scope

This Child Safe Code of Conduct sets out the expected standards of behaviour for adults involved in DYNASTY Performing Arts. It exists to help prevent harm to children, promote professional boundaries, and ensure a safe, respectful and nurturing environment for all students.

This Code of Conduct applies to **all staff, contractors and volunteers** while they are undertaking duties or representing DYNASTY Performing Arts in any capacity, including during classes, rehearsals, performances, events and online interactions connected to the studio.

9.2 Our Commitment

DYNASTY Performing Arts has zero tolerance for child abuse, grooming, misconduct or harm of any kind. All adults have a shared responsibility to promote the safety, wellbeing and empowerment of children and to act if concerns arise.

9.3 I Will

All adults covered by this Code of Conduct will:

- Treat all children with respect, care and dignity
- Maintain appropriate professional boundaries at all times
- Use positive, age-appropriate and inclusive language
- Ensure any physical contact is instructional, appropriate, visible and consent-based
- Use only approved studio communication channels when communicating with students
- Include parents or carers in required communications
- Take all reasonable steps to protect children from harm
- **Report any suspected harm, misconduct, unsafe behaviour or breaches of this Code immediately, even if unsure**
- Cooperate with any child safety investigation or process
- Respect the privacy and confidentiality of children and families

9.4 I Will Not

Adults covered by this Code of Conduct must not:

- Engage in any form of abuse, grooming, misconduct or neglect
- Ignore, dismiss or minimise concerns or disclosures about child safety
- Be alone with a child without appropriate safeguards in place

- Communicate privately with children online or via social media
- Staff and contractors will not follow back, accept friend requests from, or initiate online connections with students or parents on personal social media accounts
- Engage with students or parents through private messages, comments or reactions on personal social media accounts
- Take photos or videos of children without appropriate consent
- Give gifts, favours or special treatment to individual students without approval
- Facilitate, encourage or ignore the sharing of photos or video content filmed inside DYNASTY Performing Arts classes, rehearsals or premises on students' personal social media accounts where restrictions apply

9.5 Reporting Obligations

All adults must follow DYNASTY Performing Arts' Child Safe Reporting procedures. Concerns must be reported to the Studio Director & Child Safety Officer immediately. Some behaviours covered by this Code may constitute criminal offences or reportable conduct. **Failure to act to protect a child, or failure to report serious concerns, may result in legal consequences under NSW law.**

9.6 Breaches of the Code

Breaches of this Child Safe Code of Conduct will be taken seriously and may result in disciplinary action, including increased supervision, additional training, suspension or termination. Serious matters may be reported to external authorities where required by law.

10. Child Safe Reporting Policy

All concerns, disclosures or allegations relating to the safety or wellbeing of a child must be taken seriously and reported immediately. DYNASTY Performing Arts has a zero-tolerance approach to child abuse, grooming, misconduct or neglect.

Reporting Responsibilities

All staff, contractors and volunteers have a responsibility to report:

- Concerns about a child's safety or wellbeing
- Disclosures made by a child
- Suspected abuse, grooming or misconduct
- Breaches of this Child Safety & Wellbeing Framework

No person will be disadvantaged or treated unfairly for raising a child safety concern in good faith.

Internal Reporting

Concerns should be reported as soon as possible to the **Studio Director & Child Safety Officer**. Where a concern involves the Studio Director, reports may be made directly to an external authority.

All reports are documented and handled sensitively and confidentially.

External Reporting

Where required, reports may be made to:

- **NSW Police**
- **Department of Communities and Justice**
- **Office of the Children’s Guardian**

Nothing in this policy prevents a person from making a report directly to an external authority where required by law or where there is an immediate risk to a child. The safety and wellbeing of the child is always the primary consideration.

11. Child Safe Recruitment, Induction and Training

DYNASTY Performing Arts is committed to recruiting, inducting and training people who are suitable to work with children and who share our commitment to child safety.

Recruitment and Screening

All staff, contractors and volunteers:

- Are subject to child-safe recruitment practices
- Hold a verified **NSW Working With Children Check (WWCC)** before commencing
- May be required to provide references or additional information to assess suitability to work with children

WWCCs are verified prior to engagement and monitored in accordance with legal requirements.

Induction

Before commencing duties involving children, all staff, contractors and volunteers:

- Complete a child safety induction
- Are provided with this Child Safety & Wellbeing Framework
- Are required to understand and comply with the Child Safe Code of Conduct

Training

All staff and contractors:

- Receive ongoing child safety training appropriate to their role
- Are trained to recognise indicators of harm, grooming and misconduct
- Understand their reporting obligations

Social Media and Online Communication

During induction, all staff and contractors are explicitly trained on social media and online communication boundaries. These expectations are reinforced through written agreements, clear policies, staff training and ongoing communication to ensure understanding and compliance.

Recruitment, induction and training processes are reviewed regularly to ensure they remain effective and aligned with best practice.

12. Child Safe Risk Management Plan

DYNASTY Performing Arts actively identifies, assesses and manages risks to child safety across all areas of operation.

Risks are considered in relation to:

- Studio spaces
- Change rooms and facilities
- Online platforms and digital communication
- Classes, rehearsals, performances and events

Managing Risk

Child safety risks are reduced through:

- Appropriate supervision practices
- Clear behaviour expectations
- Safe communication guidelines
- Physical environment checks
- Staff training and awareness

Online communication risks are managed by prohibiting private messaging between staff and students, restricting personal social media interactions, and using studio-managed platforms only.

Review

Risks are reviewed regularly and whenever:

- New programs or activities are introduced
- Staffing changes occur
- A child safety incident or concern is identified

Risk management strategies are updated as required to maintain a safe environment.

13. Privacy and Confidentiality

DYNASTY Performing Arts is committed to protecting the privacy of children, families, staff and volunteers.

- All child safety concerns, reports and records are handled sensitively and confidentially.

- Information is only shared with those who need to know to protect a child's safety or meet legal reporting obligations.
- Records relating to child safety are stored securely and accessed only by authorised personnel.
- Privacy is managed in line with relevant privacy legislation and child protection requirements.

14. Review and Continuous Improvement

All child safety documents are reviewed annually or following any critical incident to ensure compliance with NSW Child Safe Standards and best practice.

LAST REVIEWED: Tuesday 6 January 2026

NEXT SCHEDULED REVIEW: Wednesday 1 July 2026