

Child Safe
Child – friendly Policy

MCA Dance’s Child Safe, Child – friendly Policy

We want children and young people who participate in our program to have a safe and happy experience. We support and respect our children, young people, staff, volunteers and students.

Title	The policy is called MCA Dance's Child-safe Child-friendly Policy
Introduction	Our policy guides staff, volunteers and students on how to behave with kids in our organisation. The policy focuses on how we can promote kids' participation in our organisation and make it safer for them.
Support kids' participation	MCA Dance supports the active participation of kids in our organisation. We listen to kids' views, respect what they say and involve them when we make decisions, especially about matters that will directly affect them.
Support staff, volunteers and students	<ol style="list-style-type: none"> 1. We promote respect, fairness and consideration for all staff, volunteers and students. 2. All staff, volunteers and students have a more senior officer assigned to support and supervise their work. 3. All new staff, volunteers and students will receive a copy of the Child-safe Child-friendly Policy.
Recruitment	<ol style="list-style-type: none"> 1. MCA Dance will maintain a rigorous and consistent recruitment, screening and selection process. 2. To achieve this standard MCA Dance uses interviews, references, the Prohibited Employment Declaration and the Working with Children Check.
Dealing with complaints	<ol style="list-style-type: none"> 1. To raise concerns or complaints, kids and their guardians are to approach the school manager 2. A Child Safety Contact Person to manage all complaints is Monika Chovancova
Communication	<ol style="list-style-type: none"> 1. Our policy will be discussed during induction sessions for all new staff, volunteers and students. 2. Kids and parents joining our program/s will receive a copy of the Policy. Code of Conduct 3. Parents will receive a copy of the Parent's Guide to Child Protection Issues
Review	The policy and guidelines will be reviewed every two years and incorporate comments and suggestions from children and young people, parents, staff, volunteers and students.