



Karen Margaret
STUDIOS

KAREN MARGARET STUDIOS

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Karen Margaret Studios - Child Safe Policy

At 1st January 2017, Victorian organisations that provide services to children are required, under the Child Safety and Wellbeing Act, to meet child safe standards so as to protect children from harm. The Child Safe Policy of Karen Margaret Studios shows our commitment to protecting children and providing a safe environment for all children in our care. We have zero tolerance to child abuse.

Commitment

Karen Margaret Studios is committed to the safety of all children in our care. We believe that all children have the right to be safe and feel safe at all times. Our aim is to create a child safe environment where students can learn and develop whilst having fun and feeling safe. We have zero tolerance to child abuse and will ensure that we take the correct steps in protecting children from physical, sexual, emotional, psychological and cultural abuse, and neglect.

Children's Rights

Karen Margaret Studios staff, volunteers, students and families are expected to treat everyone with respect ensuring that we value and listen to all ideas and opinions. Students are especially encouraged to express their views and all suggestions from students and parents will be discussed and dealt with openly and confidentially. Our aim is to give children a voice. We teach children what to do if they feel unsafe and act on any concerns. We will not ignore any concerns or suspicions in relation to child abuse. By ensuring these rights we feel that everyone at Karen Margaret Studios will have a positive experience.

Valuing Diversity

Karen Margaret Studios welcomes all students and their families and respects all cultural, religious and political differences. We value diversity and do not discriminate on the basis of age, race, colour, national extraction or social origin, political opinion, religion, family or carer's responsibilities, physical or mental disability, sexuality. We are committed in promoting the cultural safety, participation and empowerment of Aboriginal children, promoting the safety of children with a disability and all children from culturally or linguistically diverse backgrounds.



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Staff & Volunteers

Our staff and volunteers are required to comply with our Child Safe Policy and Code of Conduct. All staff and volunteers are committed to providing a safe and happy environment for all children under their supervision and enrolled at the Karen Margaret Studios. We aim to engage staff and volunteers who have the necessary skills to work with children and conduct referee and working with children checks. Our staff and volunteers are highly valued and respected. Everyone is treated fairly and ongoing support is provided on our Child Safe Policy and Code of Conduct.

Reporting a concern or complaint

Karen Walsh-Smith has been appointed as the Child Safety Person. Any staff, volunteers, students or carers who have a complaint, allegation or concern about child safety can go to Karen and can rest assured that all concerns will be dealt with respectfully and confidentially. All complaints will be looked into thoroughly and in a professional manner taking everyone involved into consideration whilst respecting privacy. We will not ignore or disregard any concerns, suspicions or disclosures of child abuse and will report these concerns to the appropriate authorities.

Risk Management

Karen Margaret Studios recognises the importance of Risk Management and has policies in place to recognise, assess and minimize the potential of child abuse or harm to children under our care. These Risk Management policies include Occupational Health and Safety Risks, Worksafe Risks and risk of child abuse.

Code of Conduct

Karen Margaret Studios has a very clear and concise Code of Conduct that all Staff, Volunteers, children and their families must abide by. Our Code of Conduct outlines appropriate behaviour that is expected from everyone at all times. A copy of our Code of Conduct is sent out to all new families and can also be found on our website.



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values

Karen Margaret Studios pride ourselves in our commitment to caring, nurturing and teaching children in a safe, trusting and happy environment. At Karen Margaret Studios everyone is important, everyone is equal, everyone is treated with respect and everyone is a star.

Karen Margaret Studios values are

Include

Respect

Care

Nurture

Learn

Listen

Trust in a safe, fun and happy environment.

Review

Karen Margaret Studios will continually review our Child Safe Policy, Code of Conduct, Practices and Procedures and include all staff, volunteers, children and their families in the review as appropriate. We will continue to maintain zero tolerance to child abuse and all personnel will be involved in protecting children within our organisation. We will continue to be committed to the cultural safety of Aboriginal children, the cultural safety of and/or linguistically diverse children and safety of children with a disability. The safety of all children under our care is of fundamental importance. For more information on our Child Safe Policy or to contact our Child Safety person please direct your enquiry to karenmargaretstudios@bigpond.com