DANCE EVENTS AUSTRALIA Pty Ltd

VICTORIAN DANCE FESTIVAL (VDF) CODE OF CONDUCT

We are committed to presenting a dance festival that is safe for all children where child abuse and harm are not tolerated. Child safety is a priority for Dance Events Australia Pty Ltd (DEA) and the prevention and reporting of abuse is supported and encouraged.

All staff, volunteers and contractors are responsible for promoting the safety, wellbeing and empowerment of children. Discrimination can harm children – at VDF we treat all children with dignity and respect.

This Code of Conduct sets expectations for how staff, volunteers and contractors at VDF should behave around children.

This Code of Conduct identifies positive child safe behaviours that we ask staff, volunteers and contractors to demonstrate. It also identifies behaviours that we consider unacceptable and not permitted at our events. Not following standards of acceptable and unacceptable behaviour is a breach of this Code of Conduct. Some behaviours on their own may not be a serious breach of the Code of Conduct but together may indicate a concerning pattern of behaviour that poses a risk to the safety of children. Our Child Safe policy provides further information on processes that will be followed if breaches are identified.

All VDF volunteers and contractors must always follow these standards of behaviour when engaging with VDF students and their families at any time:

I WILL:

· take all reasonable steps to protect children from abuse

· take disclosures of harm or abuse made by a child seriously

· raise concerns with management if risks to child safety are identified. Report and act on any concerns or observed breaches of this Code of Conduct

· participate in all compulsory child safe training and professional development

· treat all children and young people with respect.

· consider the different needs of all children at VDF, support them to participate in programs and help them and their families feel included

· make Aboriginal children and families feel included and welcome at VDF and support Aboriginal children to express their culture and enjoy their cultural rights

· never be racist towards anyone at VDF, report any instances of racism and help VDF be a place where people of all cultures and backgrounds feel safe and included

· listen to children and respond to them if they feel unsafe.

· value children and young people's ideas and opinions

· promote friendships and encourage children and young people to support their peers

· involve children and young people in decisions about the activities they participate in and welcome the participation of parents and carers in these decisions

· report any conflicts of interest I have (such as an outside relationship with a child) that may affect my ability to perform my role

· respect the privacy of children and their families, including keeping all personal information confidential unless required by law to share it

· inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct

· ensure breaches of this Code are reported to Deborah Searle or Daniel Searle immediately.

· comply with all relevant Australian and Victorian legislation and our child safe policies

· uphold the rights of the child and always prioritise their needs.

I WILL NOT:

· condone or participate in illegal, unsafe, abusive or harmful behaviour towards children – this includes physical violence, sexual abuse, emotional or psychological abuse, grooming, neglect or sexual misconduct

· ignore or disregard any concerns, suspicions or disclosures of child abuse or harm

· exaggerate or trivialise child abuse issues

· use hurtful or offensive behaviour, language, music or movement with children

· fail to report information to police if I know a child has been abused

· touch children in a way that is unnecessary or unsuitable and falls outside what is reasonable to teach performing arts

· persistently criticise and/or denigrate or verbally assault a child

· deliberately prevent a child from forming friendships

· offer children and young people alcohol, cigarettes or other drugs

· show children pornographic images, mimic sexual acts or share details of sexual experiences

· use sexual language, music or gestures in the presence of children

· initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves such as changing clothes

· develop ‘special’ relationships with specific children or show favouritism through the provision of gifts or unnecessary or unsuitable attention

· have unauthorised contact with children and young people online, on social media or by phone

· take photographs, screenshots or share images of children involved in activities that are not authorised by VDF

· be alone with a child when there is no professional reason for doing so. No one under the age of 18 is allowed in the Green Room at any time.

· enter changing facilities without first knocking.

If I suspect that this Code of Conduct has been breached by another person in the organisation:

I WILL:

· act to prioritise the best interests of the child or children

· promptly take actions to ensure the child or children are safe

· as soon as possible report the incident or concerns to Deborah or Daniel Searle

· maintain the privacy of those involved, following VDF record keeping, privacy and information sharing guidelines.

Complaints about a breach of this Code of Conduct must be reported to management: Deborah or Daniel Searle: 0430 284 881 / 0426 258 215, or via her email: deborah@danceinforma.com / daniel@danceinforma.com. Deborah or Daniel will make an incident report available to you, as written report as well as verbal report will be required.

Some breaches of this Code of Conduct may need to be reported to the Victorian Police, or to the Commission for Children and Young People. Staff and volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, suspension or termination from the organisation. Our Child Safety and Wellbeing Policy can be found here.

PLEASE NOTE:

If any person in a position of authority within our organisation becomes aware of a substantial risk that a child may become the victim of a sexual offence committed by an adult associated with the organisation and they have the power or responsibility to reduce or remove the risk, then they must take all reasonable steps to do so. A person in authority who negligently fails to take appropriate action to address the risk may be charged with the criminal offence of 'failing to protect' and may face a term of imprisonment.

If an adult reasonably believes a sexual offence has been committed by an adult against a child under the age of 16, they must report it to Victoria Police by calling 000 or going to their local police station. Failure to disclose the information may be a criminal offence.

SIGNATURE

I have read this Code of Conduct and agree to abide by its terms.
I have also watched/listened to the 30-minute Child Safe Training provided by VDF and Keep Kids Safe in Dance.

Name: _____

Signature: _____ Date: _____

Date: Last reviewed: 28 October 2026

Next review date: 30 June 2027

Responsible officer: Deborah Searle