



## CHILD SAFE POLICY 2023

### GUIDING PRINCIPLES

AGAPE is committed to providing a safe and supportive music school environment

AGAPE is committed to a positive child protection culture.

AGAPE is committed to a policy where all students are respected, valued and treated fairly. AGAPE is committed to an open door policy where parents are welcome to sit in on lessons. AGAPE is committed to provide music tuition from skilled and caring tutors.

### CODES OF CONDUCT

AGAPE ARTS has zero tolerance of abuse, whether that be physical, emotional or sexual.

- A safe physical and “online” environment is essential.
- While physical contact may be necessary to instruct a child on how to hold or play an instrument it must be appropriate to the lesson, and should only take place when it is acceptable to all concerned.
- Tutors are not to befriend or communicate with students in any “online” platforms such as facebook.
- Tutors are not to communicate with students by phone , message or messenger unless it is with permission of parents.
- Tutors are not to arrange to have any contact with students outside of AGAPE without the parent’s knowledge and permission,

### COMMUNICATION

- Students and parents are encouraged to provide feedback or concerns.
- Feedback and/or concerns should be communicated to the Senior Tutor/Director of AGAPE by appointment or email , or to the AGAPE MANAGEMENT BOARD. If deemed necessary by either the Senior Tutor/Director of AGAPE or the Chairman of the BOARD, the matter will be referred to CAMDEN UNITING CHURCH COUNCIL.
- Allegations and complaints will be taken very seriously and reported to the appropriate legal authorities.
- HEAD TEACHER - Heather Bieman [info@agapemusic.org.au](mailto:info@agapemusic.org.au)
- AGAPE MANAGEMENT BOARD [dferris857@gmail.com](mailto:dferris857@gmail.com)
- CAMDEN UNITING CHURCH COUNCIL [office@camdenuniting.org.au](mailto:office@camdenuniting.org.au)

## **RISK MANAGEMENT**

- AGAPE has an enrolment form for each student which includes medical emergency contact details
- If a child becomes unwell or has an accident during a music lesson or AGAPE activity, the parent or emergency contact person will be notified as soon as possible.
- If the parent or emergency contact person cannot be contacted and the parent has given permission on the form, an ambulance will be called if deemed necessary.
- If a tutor becomes unwell, or for any reason cannot continue with a lesson in progress, the student will be cared for by the Director or another tutor until the child is collected by a parent.

## **TUTOR RECRUITMENT**

- All tutors over the age of 18 must have a verified, current Working With Children Check for a paid worker.
- Tutors applying to teach at AGAPE are asked to provide at least 2 referees, and these are followed up by the Director prior to an interview with the applicant.
- Applicants are screened carefully regarding skills, qualifications, experience and qualifications.
- Applicants are expected to understand and be empathetic to the values of AGAPE.
- Applicants must have an understanding of and agree in writing to AGAPE's current Child Safe Policy document.