



The Mighty Good Talent School's Mission Statement

“To provide quality, safe and cost effective education for Children and Adults in all facets of the performing arts, and through the production of our own stage shows, television and corporate productions, provide Australian talent with the opportunity of professional employment within the industry. To promote the performing arts as a healthy alternative, or in addition to, other forms of exercise.”

- 1. To provide an educational and fun environment for all students.**
- 2. To encourage all students to use Acting, Singing or Dance as the base of all performance, and through the integration of all subjects taught, develop a broad knowledge of the Performing Arts.**
- 3. To teach the process of skills through technique, listening skills, script learning, creativity and most importantly active involvement.**
- 4. To develop confidence as both, an individual and as an ensemble member through class interaction and performances.**
- 5. To encourage students to strive, question and learn through achievable goals in a fun, safe and encouraging environment.**

Mighty Good Talent School is committed to child safety. All children who come to MIGHTY GOOD TALENT SCHOOL have a right to feel and be safe. MIGHTY GOOD TALENT SCHOOL is committed to the safety and wellbeing of all children and young people accessing our services. The welfare of the children in our care will always be our first priority. We aim to create a child safe and child friendly environment where children feel safe and have fun.

This policy was developed in collaboration with all our employees, volunteers and the children who use our services and their parents. It applies to all employees, volunteers, children and individuals involved in the organisation within the the Children & Young People (Safety) Act 2017.

Children and Young People (Safety) Act 2017 which requires prescribed organisations to provide safe environments for children and young people as set out in the legislation

This policy, applies to all people involved in the organisation, including:

- employees (permanent and casual)
 - volunteers
 - contractors
 - sub-contractors
 - work experience students
 - indirect service providers
 - any other individual involved in this organisation
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- The policy is available via our website for parents at any time.
 - Staff are required to complete and digitally sign acknowledgement of the Child Safe Policy as part of their employment induction.
 - At any time, at the request of a parent or guardian should they like to view our Child Safe Policy they will be directed to our website or a meeting with the company director be organised if there are any concerns.
 - This is reviewed every 5 years.

Current date: July 2021. to be reviewed in July 2026.

We employ via interview and conduct referee checks on all employees. We conduct working with children checks for all people working with children.

- **Child Safety (Prohibited Persons) Act 2016 which sets out the obligations of persons or bodies who provide a service or undertake an activity that constitutes child-related work including ensuring these people have a valid Working with Children Check (WWCC).**

We provide support and supervision so people feel valued, respected and fairly treated. We ensure that employees/volunteers who work with children have ongoing supervision, support and training so that their capacity is developed and enhanced to promote the establishment and maintenance of a child safe environment. Strategies we have implemented include:

- **All new employees undergo induction and receive a copy of our child safe policy and overview**
- **All employees receive regular supervision and reviews that include child protection and other matters that affect children and young people.**
- **Continual guidance and updated information in regards to performing arts training.**

Reporting and responding to suspected child harm' and 'risk of harm'

All employees and volunteers understand their obligation to notify the Child harm' and 'risk of harm' Report Line on 13 14 78 as soon as practicable if they

have a reasonable suspicion that a child is experiencing harm' and 'risk of harm' .

- **Child safe environment: Guidelines for mandated notifiers and information for organisations**
- **Families SA reporting child harm' and 'risk of harm' website**
- **Free online SMART**

We ensure that support is also available for the employee making the report, particularly where an ongoing service is provided to the child, young person and their family.

In certain cases, when it is in the best interest of the school or one or more students, it may be necessary for the School owner or Director to terminate a student's enrollment. Termination of an enrolment is at the sole discretion of the School owner or Director without notice and effective immediate.

Where appropriate every effort will be made to correct the situation before by the use of

- **Pink Slips - Parent requests a report from the teacher relating to their child in classes.**
- **Green Slips - A teacher or staff member requests an internal report from ALL teachers relating to the child on the basis of behaviour.**
- **Yellow Slips - A teacher or staff member requests an internal report from ALL teachers relating to the child on the basis of talent.**
- **A meeting with the director/owner**

These may include however are not limited to:

- **Disruptive or dangerous behaviour by students or their parents**
- **harm' and 'risk of harm' of other children, staff, or property**
- **Inability to meet the child's needs**
- **Failure to continually pay tuition fees**

Policies and procedures –

- **Transport – it is the parent’s responsibility to ensure that children arrive for class and collect on time. In the case a child is left to be collected at the end of the final class, Admin will attempt to contact parents and emergency guardians. If they are uncontactable, staff are to contact the local police station. Staff must never take a student in their car.**

- **Taking images of children – Due to child protection laws and privacy issues, we are unable to allow parents to take photos or videos of students. Upon enrolment, permission is assumed as per the digital signature unless notified by the parent as per the terms and conditions.**

Supervision of children – children are under full supervision while in the theatre by the teacher – it is the parent’s responsibility to ensure the students’ care and safety outside of the class.

- **Physical contact – Use of physical contact only in the circumstance where it is necessary for primarily dance teachers to place a child’s or young person’s feet or arms in the correct position or costume measuring and permission of the child has been gained after the reason for touching has been explained.**

- **Toilet Policy - If a child is unable to toilet themselves, parents are required to wait in the waiting room for the entire class so that they can assist their own child when the need arises. For those students that can toilet themselves and a parent cannot be located in the waiting room, class helpers will escort the child to the toilet and ensure their safe return to class, but due to child protection issues they will be unable to assist children inside the toilet cubicle. Parents are encouraged to discuss this policy with their children.**

Harassment/bullying all forms of harassment, discrimination, exclusion and bullying is no accepted. We take this issue seriously and encourage anyone who believes that they, or another person, has been harassed, discriminated against, excluded intentionally or bullied to raise this issue with Management and follow the green/Pink slip procedure.

- 1. Treat all Students as adults but remember you are the teacher and have control. In simple terms - don't get them to comment on others' performances unless it is used as a class activity to build better ideas and group confidence. It must be qualified as constructive suggestions, not criticism.**
- 2. Students need to understand they are learning the basics for future employment in life, or, in the entertainment industry. Help them to develop their skills to audition and perform in professional Stage Productions, TV or Film shoots.**
- 3. Stress the importance of what to expect in these professional situations eg, learn your lines, don't be late, respect and listen to the directors and all instructions on stage or set.**
- 4. Use your personal knowledge and experience to encourage and excite students in all aspects of the performing world, talk about being in front of an audience or camera and life behind the scenes.**
- 5. While some students may not become performers/actors they may want to explore other avenues within the industry, back stage or behind the camera or in general production.**