



## **Parent & Guardian Code of Conduct and Child Protection Policy**

Steptacular Performing Arts

Effective Date: Jan 2026

Review Date: Jan 2029

### **1. Purpose of This Policy**

Steptacular Performing Arts is committed to providing a safe, positive, and inclusive environment for all children. While safeguarding policies often focus on staff behavior, Steptacular Performing Arts also recognizes that inappropriate adult behavior from parents or guardians can negatively impact children's wellbeing.

This policy exists to:

- Protect children from adult conflict and pressure
- Prevent unfair targeting or exclusion of students
- Maintain a respectful community environment
- Support fair and professional decision-making

### **2. Expected Behaviors of Parents and Guardians**

All parents and guardians associated with Steptacular Performing Arts are expected to:

- Treat all children with respect and fairness

- Support a positive team and studio culture
- Communicate concerns calmly and privately with management
- Allow staff to manage artistic and team decisions
- Refrain from discussing other children negatively
- Avoid gossip, rumors, or social media commentary involving students
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### **3. Unacceptable Behaviors**

The following behaviors will not be tolerated:

- Attempting to have a child removed from a class, team, or production without safeguarding or disciplinary grounds
- Making unfounded allegations about students or families
- Applying pressure to staff regarding casting, placement, or team selection
- Encouraging children to exclude or isolate other students
- Confronting or questioning children directly about issues
- Public criticism of children, parents, or staff
- Disruptive behavior at classes, rehearsals, or performances

### **4. Protection of Children from Adult Conflict**

Steptacular Performing Arts will not involve children in adult disputes.

If concerns are raised by a parent regarding another child:

- The matter will be handled privately by management
- Children will not be questioned unnecessarily
- Decisions will be based on evidence, professional judgement, and safeguarding standards
- The welfare of all children will remain the priority

No child will be removed from a team, class, or program without clear safeguarding, disciplinary, or behavioral grounds supported by evidence.

## **5. Complaints Procedure**

Parents wishing to raise concerns must

1. Submit concerns directly to Steptacular Performing Arts management
2. Avoid approaching other parents or children
3. Allow time for investigation and response
4. Respect the final decision of management

Anonymous complaints or hearsay will not be acted upon unless safeguarding risk is identified.

## **6. Consequences of Breach**

Failure to comply with this policy may result in:

- Formal warning
- Restricted access to studio premises
- Removal from communication groups
- Suspension or termination of a child's enrolment (only where behaviour persists or seriously impacts others)

Steptacular Performing Arts reserves the right to act in the best interest of the wider student community.

## **7. Commitment to Fairness and Inclusion**

Steptacular Performing Arts is committed to:

- Fair treatment of all students
- Transparent decision-making
- Supporting children's emotional wellbeing
- Creating a drama-free, child-centered environment

Signed: Nicole McDonald

Director, Steptacular Performing Arts

Date: Jan 2026