Statement of Commitment to Child Safety

Hive Kids · Hive Youth Theatre · Hive Art Studio

Every child and young person who takes part in a Hive Studios class, lesson, rehearsal or production has the right to feel safe, respected and heard. Child safety is not a policy that sits on a shelf here — it is a responsibility every leader, instructor and staff member across Hive Kids, Hive Youth Theatre and Hive Art Studio shares, every day.

We commit to:

- Putting children's safety and wellbeing first in every decision we make.
- Employing and engaging instructors who are suitable to work with children, including current Working With Children Checks.
- Listening to children and young people, and taking what they tell us seriously.
- Welcoming families as partners, and communicating openly about how we keep children safe.
- Respecting the diverse needs of every child, including Aboriginal and Torres Strait Islander children, children with disability, LGBTQIA+ children, and children from culturally and linguistically diverse backgrounds.
- Responding promptly, fairly and respectfully to any concern or complaint about a child's safety.
- Training our staff and instructors so they can recognise and respond to signs of harm.
- Maintaining physical and online environments — including our studios, private lesson rooms and social media — that minimise risk to children.
- Reviewing and improving our child safety practices on an ongoing basis.
- Documenting how we do all of this, so it is clear, accessible and consistently applied.

If you have a concern about the safety or wellbeing of a child at Hive Studios, please speak to our Child Safety Officer, or any staff member, straight away.

Vanessa Lynch
Director, Hive Studios
Reviewed annually · This statement will next be reviewed: July 2027