

WAKAKIRRI

Child Safe Policy

Contents

1. Purpose	2
2. Context	2
3. Scope	2
4. Commitment to child safety (include risk management)	2
5. Children’s participation	2
6. Recruitment practices	3
7. Code of Conduct	3
8. Support for employees and volunteers	3
9. Reporting and responding to suspected child abuse and neglect	3
10. Strategies to minimise risk	3
11. Harassment/bullying	4
12. Communication	4
13. Related policies and procedures	4

1. Purpose

This policy was written to demonstrate the strong commitment of the Wakakirri administration, staff and volunteers to child safety and establishing and maintaining child safe and child friendly environments at Wakakirri events.

2. Context

This policy reflects our commitment to provide a safe environment where every person has the right to be treated with respect and is safe and protected from abuse.

It complies with our obligations under the *Children's Protection Act 1993*, including:

- Section 8B – 8D – Child Safe Environments and criminal history assessments for people working with children; and
- Section 11 – Mandatory reporting.

It also complies with the Child Safe Environments: Principles of Good Practice and Standards for dealing with information obtained about the criminal history of volunteers and carers who work with children issued by the Chief Executive of the Department for Families and Communities.

3. Scope

This policy applies to all administration, staff and volunteers and other individuals involved in Wakakirri.

4. Commitment to child safety (include risk management)

All children who come to Wakakirri have a right to feel and be safe. We are committed to the safety and well-being of all children and young people participating in Wakakirri in our care who will always be our first priority. We aim to create a child safe and child friendly environment where all children are valued and feel safe.

5. Children's participation

Administration, staff and volunteers encourage children to express their views, and make suggestions, especially on matters that directly affect children. We actively encourage children who participate in Wakakirri to 'have a say' about those things that are important to them. We value diversity and do not tolerate any discriminatory practices.

We teach children what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

6. Recruitment practices

Wakakirri takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. We employ a range of screening measures and apply best practice standards in the screening and recruitment of administration, staff and volunteers.

We conduct criminal history assessment for people working with children, as set out in section 8B of the *Children's Protection Act 1993*. We ensure that criminal history information is dealt with in accordance with the standards developed by the Chief Executive of the Department for Families and Communities.

7. Code of Conduct

All administration, staff and volunteers are made aware of, and must abide by, our Code of Conduct as outlined in the Wakakirri production manual. Our Code of Conduct was developed in collaboration with our administration, staff and volunteers.

8. Support for employees and volunteers

Wakakirri will provide support and supervision so people feel valued, respected and fairly treated. We ensure that administration, staff and volunteers who work on Wakakirri have ongoing supervision, support and training so that their performance is developed and enhanced to promote the establishment and maintenance of a child safe environment.

9. Reporting and responding to suspected child abuse and neglect

Wakakirri will not tolerate incidents of child abuse.

All administration, staff and volunteers understand their obligation to notify the Child Abuse Report Line on 13 14 78 as soon as practicable if they have a reasonable suspicion that a child has been, or is being, abused or neglected by a member of their family.

We ensure that administration, staff and volunteers are aware of how to make appropriate reports of abuse or neglect.

10. Strategies to minimise risk

To help maintain a safe environment for children, Wakakirri reviews its risks regularly and implements strategies to minimise and manage these risks.

Policies and procedures that are addressed (but are not limited to):

- Venue safety
- Dressing room safety
- Stage and wing space safety
- Sets and props safety
- Venue Security
- Exit procedure safety
- Safe dance practice
- Taking images of children
- Supervision of children
- Code of conduct
- Complaints procedures
- Procedure for breaches of policy
- Social media safety
- Protecting privacy and confidentiality

11. Harassment/bullying

Wakakirri opposes all forms of harassment, discrimination and bullying. We take this issue seriously and encourage anyone who believes that they, or another person, has been harassed, discriminated against or bullied to raise this issue with Wakakirri Administration.

12. Communication

Wakakirri will ensure that everyone to whom this policy applies to are briefed and trained before working on Wakakirri events.

13. Related policies and procedures

- Wakakirri production manuals
- Venue contracts and production procedures
- Risk management strategy
- Working with Children checks
- Show reports