

Jump StART Youth Theatre

Child Safe Policy 16.5.2020

Summary

We want children who participate in our programs to have a safe and happy experience. We support and respect our children, their families and our workers.

Introduction	This document is intended to demonstrate Jump Start Youth Theatre's commitment to the protection of children and maintaining a child-safe environment. Young people are the core of our business and we endeavour at all times to enable young people to take part in workshops with the assurance that their safety is our highest priority. This policy relates to all Jump StART staff and artistic contractors.
Children's Participation	Jump StART involves children as workshop participants once they are enrolled in holiday, semester, or one-on-one classes. Students are encouraged to contribute as much as they feel comfortable in the way of ideas and project outcomes, guided and supported by their tutor at all times so that they feel safe to do so.
Recruitment	Jump StART requires all workers to hold a valid WWC Check (as per Part 2, Division 2, Section 9 of the Child Protection Act). The behaviour of staff members in child-related roles whereby they are responsible for a child or a group of children is to be governed by Jump StART's Code of Conduct, to ensure children are treated with care and respect and that all reasonable action is taken to protect them against harm.

Complaints Management and Reporting

Complaints are to be handled by company co-founders Lucy Clements and Emma Wright. If the complaint addresses either co-founder specifically, it must be dealt with by the other party. All complaints must be handled respectfully.

Every effort is to be made to ensure a positive outcome and the safety and wellbeing of the child is to remain priority.

Jump StART will not tolerate incidents of child abuse.

Where a Jump StART staff member, or contractor, becomes aware of any form of child abuse - or has reason to believe a child has been or is being abused or neglected - they must report it to the NSW Department of Family and Community Services Child Protection Helpline (132 111) as soon as is practicable. Where required, Jump StART will also make a report directly to the Police. Additionally, a role is to be played by Jump StART in supporting the young person. This support may include: referring the child and their family to other appropriate services, and displaying information about services that can assist children and their families in accessible communal areas.

There must also be a report to management if reasonable suspicion is formed that a child has been, or is being, abused or neglected by another contractor, employee, or volunteer of Jump StART.

If Jump StART becomes aware that a staff member in a child-related role has received a bar or interim bar from working with children they will be immediately relieved of all child-related duties and may not engage in child-related work for the duration of their bar.

Recording, Marketing and Social Media

Jump StART is committed to protecting the privacy of children involved in our activities.

Jump StART does not record, share or publish images, video or any other media depicting children engaged in activities on any platform without written consent from appropriate parents/guardians in the form of a media release form. This ensures that images are not recorded of children who may be involved in child protection, family court or criminal proceedings.

Where Jump StART does share or publish media depicting children involved in activities it is solely for the promotion of Jump StART, its workshops or related activities.

Training, support and supervision of workers

Jump StART will ensure that staff in child-related roles receive relevant and updated training to maintain child safe environments and a child safe workplace. Persons working in the Jump StART environment will be trained and required to:

- comply with Jump StART's Child Safe Policy;
- respect the privacy of children;
- protect children from violence, abuse, bullying, torment, ridicule and neglect;
- respect the language and customs of a child's family;
- protect children from child abuse;
- maintain a duty of care towards children;
- avoid covert or overt sexual behaviours when interacting with children;
- maintain appropriate physical and emotional boundaries in their interactions with children;
- refrain from possessing or using illegal drugs, prescription or "over the counter" medications (other than in accordance with their instructions for use) or alcohol when working with children;
- behave as positive role models;
- report immediately to Jump StART if they have a reasonable belief or suspicion that a child has been or is being abused or neglected; and
- alert Jump StART if a breach of this code is observed.

All Jump StART staff are required to be familiar with the content of this Child Safe Policy, and their legal obligations with respect to the reporting of child abuse.

It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with the Child Protection Officer.

Jump StART will seek to achieve ongoing risk assessment to identify and mitigate risk, and promote child empowerment and participation in our business.

Other legislation, industry standards or internal policies

This policy complies with Jump StART's obligations under the Children and Young Persons (Care and Protection) Act 1998 No 157 (the Children and Young Persons Act) and the Child Protection (Working With Children) Act 2012 No. 51 (the Child Protection Act) and subsequent Regulations.

<p>Communication</p>	<p>All staff will receive a copy of this policy. Updates will be circulated to current staff, and it will be freely available to staff and the general public on the Jump StART website.</p> <p>Nominated contact people:</p> <p>Lucy Clements (0451 199 439) Emma Wright (0418 787 592) jumpstartyouththeatre@gmail.com</p>
<p>Review</p>	<p>This version of Jump StART Youth Theatre’s Child Safe Policy (16.05.2020) is to be reviewed annually.</p> <p>Date of next review: 16.05.2021</p>