

## **Choirs4Kids Child Safe Policy**

We want children and young people who participate in our program to have a safe and happy experience. We support and respect our children, young people, volunteers and students.

### **1 Purpose**

- 1.1 To establish a common understanding of behaviour expected of all staff toward children and young people.
- 1.2 To embed behaviours and practices that reflect our commitment to creating child safe environments
- 1.3 To guide decision making and reflection on our behaviours and potential impact of those behaviours on children and young people
- 1.4 To provide a safe and healthy workplace where all reasonable steps are taken to minimise the risk of false or exaggerated concerns or allegations being raised.

### **2 Scope**

- 2.1 This policy applies to all 'adults' involved in any activity organised by Choirs4Kids. These adults may include, but are not limited to; volunteers, contractors, consultants, guest music directors, sound technicians, parents assisting at events.
- 2.2 We acknowledge that not all adults deal directly with children and young people when assisting Choirs4Kids. The behavioural standards in this policy apply on those occasions when we are interacting with, or in the presence of (either in person or online), children and young people.

### **3 Responsibilities**

- 3.1 It is the responsibility of the owner of Choirs4Kids to ensure that every child and young person enrolled in the program is safe, supported and feels confident in discussing any child safe matters.
- 3.2 Choirs4Kids supports the active participation of kids in all our programs. We listen to kids' views, respect what they say and involve them when we make decisions, especially about matters that will directly affect them.
- 3.3 We value diversity and do not tolerate any discriminatory practices. Choirs4Kids opposes all forms of bullying and harassment. We take this issue very seriously and encourage anyone who believes that they or another person has been bullied or harassed to raise this issue with management.
- 3.4 In all decisions and actions that impact children, the best interests of the child will be the primary consideration.

## 4 Definitions

- **Child/children/young person:** an enrolled student in our care online or in person
- **Online:** internet based (zoom) sessions
- **Organisation:** Choirs4Kids
- **Adults:** volunteers, paid, unpaid, sound crew, music directors, guest leaders

## 5 Complaints Management and Reporting

5.1 Complaints can be made via email: [sing@choirs4kids.com](mailto:sing@choirs4kids.com)

5.2 Choirs4Kids director will be the point of contact for any complaints from families.

5.3 Once a complaint is received it will be addressed as soon as practical and action will be taken under management discretion.

## 6 Relevant Legislations and Standards

- Child Protection (Working With Children) Act 2012
- Childsafe
- Children and Young Persons Act 1998 (NSW)
- Children and Young People Act 2008 (ACT)
- Care and Protection of Children Act 2007 (NT)
- Child Protection Act 1999 (Qld)
- Children's Protection Act 1993 (SA)
- Children, Young Persons and their Families Act 2003 (Tas.)
- Children, Youth and Families Act 2005 (Vic.)
- Children and Community Services Act 2004 (WA)

## 7 Policy Status and Review

7.1 This policy and guidelines were created by Sue Ross January 2022 and will be reviewed by January 2023 incorporating comments and suggestions from our families along with relevant legislative changes.

7.2 More information or assistance may be sought by emailing: [policies@choirs4kids.com](mailto:policies@choirs4kids.com)