Child Safety Policy

1. Introduction

1.1. Tantrum Youth Arts is committed to the safety and well-being of all children accessing our workshops, programs and activities and to establishing and maintaining a child safe environment. Tantrum Youth Arts does not tolerate any form of child abuse.

1.2. Tantrum Youth Arts maintains a child safe environment through encouraging the active participation of children, employing and supporting the most suitable people to work with children, and implementing effective risk management strategies. We keep our community, including children and families, informed about our approach to child safety and encourage them to report any concerns they may have for the safety and wellbeing of children involved with Tantrum Youth Arts.

2. Purpose

2.1. The purpose of this policy is to:

2.1.1. Outline our commitment to an organisational culture of child safety and wellbeing.

2.1.2. Articulate our strategies for maintaining a child safe environment and preventing harm to children.

2.1.3. Ensure that board, management, workers and volunteers are aware of their responsibilities in relation to child safety within our organisation.

3. Definitions

3.1. **Child** refers to a person under the age of 18 years

4. Legislation

4.1. This policy complies with Tantrum Youth Art's obligations under the following legislation and related documents:

4.1.1. Child Protection (Working With Children) Act 2012

4.1.2. Children and Young Persons (Care and Protection) Act 1998

4.1.3. Child Safe Standards – Office of the Children's Guardian

5. Children's Participation

5.1. Tantrum Youth Arts recognises the importance of children's active participation in creating and maintaining a child safe organisation.

5.2. We support the active participation of children in the workshops, projects and opportunities we offer by:

a) Actively encouraging them to express their views and opinions
b) Listening to and respecting their ideas
c) Helping them to find new ways to express themselves

d) Asking for their feedback
e) Placing them at the centre of all that we do.

6. Risk Management

6.1. Tantrum Youth Arts ensures that child safety is a key part of its overall risk management approach. Risk Assessments are undertaken and documented for each activity or program we offer and specific risks associated with child safety are identified and control measures implemented.
6.2. Risk Management Plans are developed for each location in which Tantrum delivers programs to ensure our risk assessments are site-specific and consider the unique environmental factors present at each site.

7. Recruitment Processes

7.1. Our organisation maintains a rigorous and consistent recruitment, screening and selection process for staff, contractors and volunteers to identify the safest and most suitable people who share Tantrum Youth Arts' values and commitment to protect children.
7.2. Individuals are selected to work with Tantrum Youth Arts through panel interviews and after thorough referee checks have been conducted.
7.3. Potential employees are asked direct questions during the interview process about their approach to working with children and their commitment to child safety.
7.4. It is a requirement of all board members, staff, contractors and volunteers working with Tantrum that they hold and maintain a current Working With Children Check for the duration of their engagement with us.

8. Supervision & Training

8.1. All staff members are supervised by a more senior member of the organisation and their performance is monitored through regular check-ins and performance reviews.
8.2. Children are encouraged to provide feedback to the organisation on staff members at regular intervals throughout the year. Mechanisms for providing feedback are child-friendly.
8.3. All new staff members and contractors who will have direct contact with children during the course of their employment at Tantrum:

8.3.1. Receive a copy of our **Child Safety Policy**, **Code of Conduct (Board, Management, Workers and Volunteers)**, and related procedures.
8.3.2. Are required to attend mandatory Child Safety Induction and Training.

8.4. Child Safety Training is provided to all staff who have direct contact with children during the course of their employment with Tantrum on an annual basis.
8.5. Child safety is a standing agenda item at staff meetings and staff are encouraged to ask questions and contribute to the continuous improvement of child safe policies, procedures and practices in the workplace.

9. Communication

9.1. Communication with Staff, Contractors and Volunteers

9.1.1. Our policy will be discussed during induction sessions for all new staff, contractors and volunteers.
9.1.2. Child Safety will be discussed regularly at staff meetings and ongoing professional development and mentoring will be provided for staff to help them understand and comply with the policy.

9.2. Communication with Children, Parents and Caregivers

9.2.1. We will display key information from our policy and Code of Conduct in our office and workshop spaces to ensure children understand their rights and how to speak up if something makes them feel unsafe.
9.2.2. Parents and caregivers of the children who are involved in our programs, workshops and activities will receive an electronic copy of the Child Safety Policy and Code of Conduct at least once per calendar year.
9.2.3. Our policy will be publicly accessible on our website.

10. Reporting & Complaints Handling

10.1. Complaints Handling

10.1.1. Anyone, including children and their families, can make a complaint about a staff member, contractor or volunteer at Tantrum. The **Complaints Handling Policy** and **Child Safety Reporting Process** provide detailed information about how to make a complaint.
10.1.2. Key information from the **Complaints Handling Policy** and **Child Safety Reporting Process** are displayed on posters and displayed in each of Tantrum's program locations to make this information more accessible for children and young people.

10.2. Reporting of Child Abuse

10.2.1. Staff, contractors and volunteers who work with Tantrum have a responsibility to be aware of indicators of child abuse and to report any concerns they may have for the safety and wellbeing of children involved in our workshops, projects and events.
10.2.2. If a staff member, contractor or volunteer has reasonable grounds to suspect that a child or young person is at risk of significant harm they should report this to their direct manager immediately.
10.2.3. Any person within or outside of the organisation may report their concerns for the safety and wellbeing of a child to the Department of Family and Community Services (Child Protection Helpline 132 111).

11. Review

11.1. This policy will be reviewed annually.

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