

TANTRUM

Child Safety Policy

Executive Summary

We want children who participate in our workshops, projects and events to be safe. 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.

Title	Child Safety Policy
Definitions	Child means a person below the age of 18
1. Purpose	<p>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.</p> <p>1.2 Tantrum Youth Arts does not tolerate any form of child abuse.</p> <p>1.3 The purpose of this policy is to:</p> <p>1.3.1 Articulate our strategies for maintaining a child safe environment and preventing harm to children</p> <p>1.3.2 Ensure that board, management, workers and volunteers are aware of their responsibilities in relation to child safety within our organisation</p>
2. Children's Participation	<p>2.1 Tantrum Youth Arts recognises the importance of children's active participation in creating and maintaining a child safe organisation.</p> <p>2.2 We support the active participation of children in the workshops, projects and opportunities we offer by:</p> <ul style="list-style-type: none">a) Actively encouraging them to express their views and opinionsb) Listening to and respecting their ideasc) 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.

3. Recruitment, Supervision and Training

3.1 Recruitment

- 3.1.1 Our organisation maintains a rigorous and consistent recruitment, screening and selection process for board members, staff, contractors and volunteers to identify the safest and most suitable people who share Tantrum Youth Arts' values and commitment to protect children.
- 3.1.2 Individuals are selected to work with Tantrum Youth Arts through panel interviews and after thorough referee checks have been conducted.
- 3.1.3 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.

3.2 Supervision

- 3.2.1 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.
- 3.2.2 Children are encouraged to provide feedback to the organisation on staff members at regular intervals throughout the year.

3.3 Training

- 3.3.1 All new staff members and contractors who will have direct contact with children during the course of their employment at Tantrum receive a copy of our **Child Safety Policy, Code of Conduct (Board, Management, Workers and Volunteers)**, and related procedures. Their direct manager will set up a meeting to discuss the policies and allow the new worker to ask questions and clarify their understanding.
- 3.3.2 All new staff members who will have direct contact with children during the course of their employment at Tantrum are required to complete the [Child Safe e-Learning modules](#) on the Office of the Children's Guardian website.
- 3.3.3 Child safety is a standing agenda item at staff meetings and staff are encouraged to ask questions

	<p>and contribute to the continuous improvement of child safe policies, procedures and practices in the workplace.</p>
<p>4. Risk Management</p>	<p>4.1 Tantrum Youth Arts ensures that child safety is a 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.</p>
<p>5. Complaints Handling and Reporting</p>	<p>5.1 Complaints Handling</p> <p>5.1.1 Anyone, including children and their families, can make a complaint about a staff member, contractor or volunteer at Tantrum. Refer to the Complaints Handling Policy and Child Safety Reporting Process for information on how to make a complaint.</p> <p>5.2 Reporting of Child Abuse</p> <p>5.2.1 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.</p> <p>5.2.2 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.</p> <p>5.2.3 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).</p>
<p>6. Other legislation, industry standards or internal policies</p>	<p>6.1 Legislation:</p> <ul style="list-style-type: none"> • Child Protection (Working With Children) Act 2012 • Children and Young Persons (Care and Protection) Act 1998 • Child Safe Standards – Office of the Children’s Guardian <p>6.2 Related Policies and Procedures:</p> <ul style="list-style-type: none"> • Code of Conduct (Board, Management, Workers and Volunteers) • Complaints Handling Policy • Child Safety Reporting Process

7. Communication

7.1 Communication with Staff, Contractors and Volunteers

- 7.1.1 Our policy will be discussed during induction sessions for all new staff, contractors and volunteers.
- 7.1.2 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.

7.2 Communication with Children, Parents and Caregivers

- 7.2.1 We will display key information from our policy and Code of Conduct in our office and workshop space to ensure children understand their rights and how to speak up if something makes them feel unsafe.
- 7.2.2 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.
- 7.2.3 Our policy will be publicly accessible on our website.

8. Review

- 8.1 Initially, this policy will be reviewed after 6 months from the date of approval. Thereafter, this policy will be reviewed annually.

Approved Date: 6.2.2020
Approved by: Board of Directors
Version: 1.1
Review Date: August 2020