

Richmond Youth Brass Band

Child Safe Standards

5th July 2022

Summary of Victorian Child Safe Standards (2022)

1. Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.
2. Child safety and wellbeing is embedded in organisational leadership, governance, and culture.
3. Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.
4. Families and communities are informed, and involved in promoting child safety and wellbeing
5. Equity is upheld and diverse needs respected in policy and practice.
6. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
7. Processes for complaints and concerns are child focused.
8. Staff and volunteers are equipped with the knowledge, skills, and awareness to keep children and young people safe through ongoing education and training.
9. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
10. Implementation of the Child Safe Standards is regularly reviewed and improved.
11. Policies and procedures document how the organisation is safe for children and young people.

Statement of intent

Richmond Youth Brass Band (RYBB) will strive to create a learning environment that is positive, productive, safe and enjoyable for all involved.

Standard #1

“Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.”

Members of RYBB will be given the opportunity to inform the organisation of their cultural identity and encouraged to add input on the teaching and learning practices in the rehearsal environment. Richmond and its surrounding suburbs boast a wonderful array of cultural backgrounds, and RYBB is committed to providing an environment in which young people from any background can feel comfortable in the learning environment that we provide.

Standard #2

“Child safety and wellbeing is embedded in organisational leadership, governance, and culture.”

The safety and wellbeing of students is, naturally, of great importance. The musical director of RYBB is primarily responsible for the running of rehearsals, and therefore has the most influence over the learning environment, and the closest contact with band members. The musical director is a member of the Victorian Institute of Teaching, a government organisation that oversees teaching standards and professional expectations. As a school teacher, the musical director also receives annual training in mandatory reporting obligations and child safe standards.

Any other tutors, guest conductors, other guest artists or parent volunteers that work with the students will be required to provide evidence of a current Working with Children card.

At a committee level, all members of the committee will include an agenda item about child safety and wellbeing policy and practice at every committee meeting.

Standard #3

“Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.”

Performing in a musical ensemble is a life lesson in working together. RYBB strongly believes in encouraging students to be active learners who feel able to voice opinions and learn to take responsibility for their musical journey.

The musical director will have a discussion about rights, behavioural expectations and responsibilities in the first rehearsal of each term (and remind students as necessary!).

Standard #4

“Families and communities are informed, and involved in promoting child safety and wellbeing.”

A clear channel of communication is vital to any successful community organisation. Families will have access to the RYBB child safety policy on joining the band and can read it anytime on the band website. They can observe rehearsals and performances and are encouraged to participate in or contribute to the band committee meetings.

Standard #5

Equity is upheld and diverse needs respected in policy and practice.

Real teamwork requires equity and active participation of all members. RYBB strives to balance the needs of the team with the needs of its individual members. If any member feels like they are not getting fairly treated, they (or their parents) are encouraged to discuss this with the musical director or any committee member.

Standard #6

“People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.”

As previously mentioned, the musical director and any guest tutors or artists are to present proof to the committee that they are either members of the Victorian Institute of Teaching or in possession of a valid Working With Children card. They will also receive this document to read through before working with the ensemble.

Standard #7

“Processes for complaints and concerns are child focused. “

Any disputes about the child safe environment that are not able to be resolved through a simple discussion can be brought to the attention of the committee by email.

The committee must put at the centre of its consideration the needs of the child. Childs safe standards are in place primarily because of historical cases of organisations placing the needs of the organisation before the needs of the child. RYBB commits to transparency and honesty in the complaints process.

Standard #8

“Staff and volunteers are equipped with the knowledge, skills, and awareness to keep children and young people safe through ongoing education and training.”

As mentioned previously, the musical director bears the primary responsibility for the learning environment, and receives annual training on child safety and mandatory reporting. In addition to this, the committee will include an agenda item on child safety policy and practice at each committee meeting.

Standard #9

“Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.”

All band rehearsals, lessons and sectional rehearsal are open to parents to come and watch, and any tutor will have a current WWC card. Any online lessons will be recorded.

Any rehearsals while on a tour, camp or at a performance or contest will be supervised either by a band representative with a current WWC card.

RYBB only takes responsibility for social media interaction between members on pages or posts that it moderates (such as comments on posts made by RYBB on Facebook, Twitter or Instagram).

Standard #10

“Implementation of the Child Safe Standards is regularly reviewed and improved.”

As previously mentioned, Child Safe Standards will be discussed and reviewed at every committee meeting. If the music director or any parents have any concerns about the RYBB Child Safe Standards they should bring it to the committee’s attention immediately, and not wait until the next committee meeting. If it is urgent, the committee will address it straight away.

Standard #11

“Policies and procedures document how the organisation is safe for children and young people.”

This document will be given to every new member of the band when they sign up. In addition to this, it can be accessed at any time via the band website.