

# **Numurkah Singers Theatre Incorporated**

## **CHILD SAFE STANDARDS 2024**

### **Child Safe 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.**

In complying with Child Safe Standard 1, Numurkah Singers Theatre Inc., at a minimum, ensures:

1.1 A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.

1.2 Strategies are embedded within the organisation, which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people.

1.3 The organisation adopts measures to ensure racism is identified, confronted, and not tolerated. Any instances of racism are addressed with appropriate consequences.

1.4 The organisation actively supports and facilitates participation and inclusion within it by Aboriginal children, young people, and their families.

1.5 All the organisation's policies, procedures, systems, and processes create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people, and their families.

### **Child Safe Standard 2**

**Child safety and wellbeing are embedded in organisational leadership, governance, and culture.**

In complying with Child Safe Standard 2, Numurkah Singers Theatre Inc., at a minimum, ensures:

2.1 The organisation makes a public commitment to child safety.

2.2 A child-safe culture is championed and modelled at all levels of the organisation, from the top down and bottom up.

2.3 Governance arrangements facilitate the implementation of the child safety and wellbeing policy at all levels.

2.4 A Code of Conduct provides guidelines for volunteers on expected behavioural standards and responsibilities.

2.5 Risk management strategies focus on preventing, identifying, and mitigating risks to children and young people.

2.6 Volunteers understand their obligations regarding information sharing and recordkeeping.

### **Child Safe Standard 3**

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

In complying with Child Safe Standard 3, Numurkah Singers Theatre Inc., at a minimum, ensures:

3.1 Children and young people are informed about all their rights, including safety, information, and participation.

3.2 The importance of friendships is recognised, and support from peers is encouraged to help children and young people feel safe and less isolated.

3.3 Where relevant to the setting or context, children and young people are offered access to sexual abuse prevention programs and to relevant related information in an age-appropriate way.

3.4 Volunteers are attuned to signs of harm and facilitate child-friendly ways for children and young people to express their views, participate in decision-making and raise their concerns.

3.5 Organisations have strategies in place to develop a culture that facilitates participation and is responsive to the input of children and young people.

3.6 Organisations provide opportunities for children and young people to participate and are responsive to their contributions, thereby strengthening confidence and engagement.

### **Child Safe Standard 4**

**Families and communities are informed and involved in promoting child safety and wellbeing.**

In complying with Child Safe Standard 4, Numurkah Singers Theatre Inc., at a minimum, ensures:

4.1 Families participate in decisions affecting their children.

4.2 The organisation engages and openly communicates with families and the community about its child-safe approach, and relevant information is accessible.

4.3 Families and communities have a say in developing and reviewing the organisation's policies and practices.

4.4 Families, carers, and the community are informed about the organisation's operations and governance.

### **Child Safe Standard 5**

**Equity is upheld, and diverse needs are respected in policy and practice.**

In complying with Child Safe Standard 5, Numurkah Singers Theatre Inc., at a minimum, ensures:

5.1 The organisation, including contractors and volunteers, understands children's and young people's diverse circumstances, and provides support and responds to those who are vulnerable.

5.2 Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible, and easy to understand.

5.3 The organisation pays particular attention to the needs of children and young people with disability, children and young people from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children, and young people.

5.4 The organisation pays particular attention to the needs of Aboriginal children and young people and provides/promotes a culturally safe environment for them.

### **Child Safe Standard 6**

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

In complying with Child Safe Standard 6, Numurkah Singers Theatre Inc., at a minimum, ensures:

6.1 Recruitment, including advertising, referee checks, contractors, and volunteer pre-employment screening, emphasises child safety and wellbeing.

6.2 Volunteers have a current working with children checks or equivalent background checks.

6.3 All volunteers receive an appropriate induction and know their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.

6.4 Ongoing supervision and people management are focused on child safety and wellbeing.

## **Child Safe Standard 7**

### **Processes for complaints and concerns are child-focused.**

In complying with Child Safe Standard 7, Numurkah Singers Theatre Inc., at a minimum, ensures:

7.1 The organisation has an accessible, child-focused complaint-handling policy that clearly outlines the roles and responsibilities of leadership, contractors, and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.

7.2 Effective complaint-handling processes are understood by children and young people, families, contractors, and volunteers and are culturally safe.

7.3 Complaints are taken seriously and responded to promptly and thoroughly.

7.4 The organisation has policies and procedures in place that address the reporting of complaints and concerns to relevant authorities, whether the law requires reporting, and it co-operates with law enforcement.

7.5 Reporting, privacy, and employment law obligations are met.

## **Child Safe Standard 8**

### **Volunteers are equipped with the knowledge, skills, and awareness to keep children and young people safe through ongoing education and training.**

In complying with Child Safe Standard 8, Numurkah Singers Theatre Inc., at a minimum, ensures:

8.1 Volunteers are trained and supported to implement the organisation's child safety and wellbeing policy effectively.

8.2 Volunteers receive training and information to recognise indicators of child harm, including harm caused by other children and young people.

8.3 Contractors and volunteers receive training and information to respond effectively to child safety and wellbeing issues and support colleagues who disclose harm.

8.4 Volunteers receive training and information on how to build culturally safe environments for children and young people.

## **Child Safe Standard 9**

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

In complying with Child Safe Standard 9, Numurkah Singers Theatre Inc., at a minimum,

ensures:

9.1 Contractors and volunteers identify and mitigate risks in the online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.

9.2 The online environment is used per the organisation's Code of Conduct and child safety and wellbeing policy and practices.

9.3 Risk management plans consider risks posed by organisational settings, activities, and the physical environment.

9.4 Organisations that contract facilities and services from third parties have procurement policies ensuring children's and young people's safety.

### **Child Safe Standard 10**

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

In complying with Child Safe Standard 10, Numurkah Singers Theatre Inc., at a minimum, ensures:

10.1 The organisation regularly reviews, evaluates, and improves child safety practices.

10.2 Complaints, concerns, and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement.

10.3 The organisation reports on the findings of relevant reviews to contractors and volunteers, community and families and children and young people.

### **Child Safe Standard 11**

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

In complying with Child Safe Standard 11, Numurkah Singers Theatre Inc., at a minimum, ensures:

11.1 Policies and procedures address all Child Safe Standards.

11.2 Policies and procedures are documented and easy to understand.

11.3 Best practice models and stakeholder consultation inform the development of policies and procedures.

11.4 Leaders champion and model compliance with policies and procedures.

11.5 Contractors and volunteers understand and implement policies and procedures.

Source

- <https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards/>

Related Policy

- Child Safety Code of Conduct Policy

**Review Date: 17 January 2024**

**Next Review Date: January 2025**