

Child Safe Policy – Code of Conduct

Purpose

Auspicious Arts Projects is committed to zero tolerance to child abuse. All children regardless of their age, gender identity, sexual orientation, ethnicity, religious beliefs, ability and family background have the right to be protected from harm and to be treated with dignity, respect and integrity.

This Child Safe Code of Conduct outlines expected standards of behaviour by all adults towards children. The Child Safe Code of Conduct aims to protect children and reduce any possibility that abuse or harm could occur. It provides guidance to workers on how best to support children and prevent or better manage difficult situations.

A breach of this Code of Conduct may lead to disciplinary action, including the termination of your contract with Auspicious Arts Projects. If Auspicious Arts Projects considers the breach to be of a criminal nature, Auspicious Arts Projects may report the matter to the police.

Scope

This policy applies to any adult person (over the age of 18) engaged by Auspicious Arts Projects Inc under an agreement that may work or interact with children at any time as detailed above. All workers, including contractors and volunteers engaged by Auspicious Arts Projects under an agreement, have a legal and moral obligation to keep children safe and promote their best interests.

Workers includes:

- Auspicious Arts Projects Core Staff
- Clients engaged under an Auspice Agreement or Tender document
- External Staff engaged by Auspicious Arts Projects on behalf of Clients

This policy applies to all workers while:

- at work – such as at rehearsals, during performances, on production tours, while travelling for work;
- at work-related functions – such as opening nights, after parties, Christmas parties, conferences, industry events; and
- outside of work where there is a connection to the workplace – such as on social media

Standards of behaviour

All workers are responsible for promoting a safe, respectful, inclusive and flexible workplace environment by:

- ✓ Being vigilant, proactive, and taking all reasonable steps to protect children from abuse
- ✓ Treating all children with respect, equity and dignity
- ✓ Listening to and treating the safety concerns of children seriously, particularly if they tell you that they or another child has been, or is at risk of being abused
- ✓ Placing the interests of any child being abused, or at risk of being abused, above the interests of the organisation or other individuals within it
- ✓ Providing welcoming, safe and accessible environments that protect children from violence, bullying, teasing, threatening, and discriminatory remarks
- ✓ Upholding the rights and best interests of children in planning and decision-making

- ✓ Promoting the cultural safety of Aboriginal and culturally and/or linguistically diverse children; and the safety of children with a disability
- ✓ Being a positive role model, i.e. by supporting children to learn protective behaviours, empowering children to speak up if they have concerns for their safety or wellbeing, and ensuring children are aware of their rights and have access to this information
- ✓ Recognising children as active citizens, agents in their own lives and encourage them to 'have a say' on issues that directly affect them
- ✓ Adhering to risk mitigation strategies and safe work practices when interacting with children
- ✓ Completing relevant training and other professional development activities as required
- ✓ Treating all concerns or allegations of child abuse seriously and respond consistently with the procedures outlined in the Child Safety Policy
- ✓ Ensuring the immediate safety of a child if an allegation of abuse is made/abuse has occurred
- ✓ Promptly reporting any breaches of this Code of Conduct, whether it is against you or another person, to the Client Manager and relevant managerial position
- ✓ Adhering to appropriate 'safe touch' that is considered appropriate to your role, or where otherwise necessary (i.e. comforting a child in distress, administering first aid)

Appropriate safe touch with a child should at all times:

- ✓ Be appropriate to the developmental needs of the child
- ✓ Be strictly in line with the types of child contact necessary to perform your duties
- ✓ Be open, non-secretive and culturally sensitive
- ✓ Be at the initiation or with the consent of the child

It is important to be attuned to the child's cues and what they are comfortable with. Where possible or age appropriate, seek consent, i.e., ask a child in distress if it is ok to give them a hug; when performing first aid or duties of a personal nature tell the child where you need to touch them, why, and ask if it is ok.

Unacceptable behaviours

All workers **must not**:

- × Develop a 'special' relationship with a child to the exclusion of others or show favouritism, i.e., by offering a child gifts or special treatment
- × Exhibit behaviours with children which may be construed as unnecessarily physical
- × Hit, physically assault, or engage in inappropriately rough play with a child
- × Speak to a child in an angry, intimidating or threatening manner
- × Engage in open discussions of a mature or adult nature with or in the presence of childr.
- × Condone or make self-disclosures about past or present participation in illegal or unsafe behaviours when speaking to or in the presence of a child
- × Smoke, consume alcohol or illicit drugs, or be substance affected when working with children
- × Touch intimate areas or have any other physical contact with a child (i.e. kiss, hold, cuddle) not deemed to be appropriate to your role, or necessary safe touch