

Ballarat National Theatre Child Safe Code of Conduct

A child, by definition, is a person under the age of 18.

All children who participate in Ballarat National Theatre productions, and events have the right to feel and be safe. Ballarat National Theatre aims to create a child safe and child friendly environment where children can have fun and develop their theatrical skills. We are committed to providing a culture of safety that puts children first and have a zero tolerance policy.

This Child Safe Code of Conduct sets expectations on how adults involved with any Ballarat National Theatre productions or activities behave around children. It is implemented for any production or activity that involves a child and is to be adhered to in conjunction with the Ballarat National Theatre Code of Conduct.

This Child Safe Code of Conduct identifies positive child safe behaviours that we encourage all adults to support. It also identifies behaviours that we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Code of Conduct and may result in disciplinary action.

I WILL:

- Treat all children and young people with respect
- Listen to and value children and young people's ideas and opinions
- Welcome all children and their families and carers by being inclusive
- Actively promote cultural safety and inclusion
- Welcome parents and carers to participate in decisions about their child's involvement in the production/activities and any other matters about their safety
- Report any conflicts of interest (such as an outside relationship with a child) to Ballarat National Theatre
- Adhere to all relevant Australian and Victorian legislation and our child safe policies and procedures
- Work within a team to ensure that the needs of the child (and their family) remain the paramount focus
- Raise concerns with one of the nominated contact people if risks to child safety are identified, including cultural, environmental and operational risks
- Report and act on any concerns or observed breaches of this Child Safe Code of Conduct to one of the nominated contact people
- Take all reasonable steps to protect children from abuse
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential
- Ensure that I, an adult, am not alone with a child – one-on-one interactions between an adult and a child are to be in an open space or in line of sight of another adult
- Obtain a legal guardians/parents written consent before driving a child to and/or from rehearsals and provide this to Ballarat National Theatre
- Take a child seriously if they disclose harm or abuse
- Uphold the rights of the child and always prioritise their needs

- Listen and respond to concerns of children, particularly if they disclose that they or another child has been abused or are worried about their safety or the safety of another child.
- Ensure breaches of this Code are reported immediately

I WILL NOT:

- Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Exaggerate or trivialise child abuse issues
- Fail to report information to police if I know a child has been abused
- Persistently criticise and/or denigrate a child
- Use hurtful, discriminatory or offensive behaviour or language with children
- Verbally assault a child or create a climate of fear
- Deliberately prevent a child from forming friendships
- Offer children and young people alcohol, cigarettes or other drugs
- Encourage a child to communicate with me in a private setting (physical and/or virtual settings)
- Initiate friendships with children on social media platforms
- Share details of sexual experiences with a child
- Use sexual language or gestures in the presence of children
- Engage in unwarranted and inappropriate touching involving a child
- Show children pornographic or other inappropriate images
- Take photographs and/or video of or share photographs and/or videos of children involved in Ballarat National Theatre activities without permission from Ballarat National Theatre and the parents/legal guardians of the child

Engaging in unacceptable behaviour is a breach of this Code of Conduct and will result in disciplinary action. Such action can include increased supervision, appointment to an alternative role, suspension or termination from the organisation.

It is an offence for an adult in a child-safe organisation to know another adult poses a serious risk of abusing a child, and they have the power to reduce or remove that risk, and they negligently fail to do so.

All adults in Victoria are required to report information to police if they know, believe or reasonably ought to know that a child (under 18 years) has been abused. If you are unsure or would like support in reporting a case of child abuse, please contact a member of the Ballarat National Theatre Board.

I understand if I witness or become aware of any behaviours that may be of concern, I should report these to a member of the Ballarat National Theatre Board. Some breaches of this Code of Conduct may also need to be reported to the Victorian Police.

All staff, volunteers, families and community members are encouraged to speak up if they have concerns about the safety of children.