



Child Safe Policy

ROYAL SOUTH STREET SOCIETY
BALLARAT EISTEDDFOD

Title	Content
Introduction	<p>The purpose of the Child Safe Policy is to ensure that all employees, members, volunteers, stakeholders, competitors and patrons engaged with Royal South Street Society (RSSS) are aware of Royal South Street Society's commitment and obligation to providing a child safe organisation.</p>
Scope	<p>This policy applies to all employees, members, volunteers, stakeholders, competitors and patrons involved with RSSS and is relevant in all instances of engagement with children or young people.</p> <p>This policy is also relevant to all venues utilised by Royal South Street Society in which children may enter.</p>
Statement of Commitment	<p>Royal South Street Society is committed to the safety and wellbeing of children and young people.</p> <p>We seek to prevent harm of any kind impacting children and young people and have a zero tolerance for racism, child abuse and inequality.</p> <p>Children and young people's rights, relationships, identity, and culture must be recognised and respected, their voices heard, and their concerns acted upon.</p> <p>We aim to foster a culturally safe, child safe and child friendly environment for all children and young people we have contact with, deliver services to, or are impacted by our work.</p> <p>RSSS requires all employees, members, volunteers, stakeholders, competitors and to uphold these commitments.</p>
Child Safe Code of Conduct	<p>All employees, members, volunteers, stakeholders, competitors and patrons must ensure that at all times they display appropriate standards of behaviour towards children and young people, ensuring their rights are respected, they feel safe and protected and their concerns are taken seriously.</p> <p>RSSS's Child Safe Code of Conduct outlines appropriate standards of behaviour by adults towards children and young people. It aims to protect children and young people and reduce opportunities for abuse or harm to occur. It also helps employees, members, volunteers, stakeholders, competitors and patrons by providing them with guidance on how to best support children and young people and how to avoid or better manage difficult situations.</p>

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Training and Supervision	<p>Royal South Street Society is committed to ensuring that all employees, members and volunteers have access to appropriate training opportunities which develop and support them to maintain an understanding of child safety and prevention of harm.</p> <p>All paid employees, Board Directors and Discipline Chairs are to undertake training outlined by the Board of Directors on a 12 monthly basis. This is to be delivered by the Ballarat Neighbourhood House or location organisation.</p> <p>All volunteers aged 18 years and over are to be provided all relevant documentation regarding child safe policy, code of conduct and reporting requirements. All volunteers are to sign confirmation that they have read and understood the documents.</p>
Recruitment	<p>RSSS's recruitment and selection of employees aims to support RSSS's commitment to promoting an organisational culture of child safety. The Royal South Street Society's Board's selection panel are to carry out reference checks and police record checks so as to ensure the right people are recruited.</p> <p>Everyone involved with RSSS including employees, members and volunteers are to maintain a current working with children check. It is the responsibility of the Board and those delegated to ensure that systems are in place to alert RSSS Employees when a new WWC check is required or when a WWC check has expired.</p> <p>All patrons entering backstage areas within RSSS venues or spaces hired by RSSS at the time of RSSS Eisteddfod events are to have on their person a current working with children check (not a receipt for application of the same).</p>
Reporting a child safety concern or complaint	<p>RSSS works to ensure all children and young people, families, employees, volunteers and members understand their obligations and know who to tell if they observe abuse, are a victim, or if they notice inappropriate behaviour. RSSS takes all allegations of child abuse and reportable conduct seriously. It is committed to ensuring that such allegations are addressed in accordance with RSSS processes for responding to and reporting suspected child abuse.</p> <p>Child safe issues should be reported to the most senior member for RSSS present at the time of witnessing or having had the abuse reported. This member is also responsible for contacting the Chair of the Royal South Street Society Board (Child Safety Officer) or when they are uncontactable, the Deputy Chair of the Royal South Street Society Board (Deputy Child Safety Officer).</p> <p>If the incident is a criminal offence, the incident must also be immediately reported to the police on 000.</p> <p>Contact with the Child Safe Office for RSSS can be made by phoning the Royal South Street Society office.</p>

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Reportable Conduct	Reportable conduct includes: <ul style="list-style-type: none"> - A sexual offence committed against, with or in the presence of a child. - Sexual misconduct, committed against, with or in the presence of a child. - Physical violence committed against, with or in the presence of a child. - Any behaviour that causes significant emotional or psychological harm to a child. - Significant neglect of a child.
Review date Set a date to review and update this policy	The Child Safety Policy for RSSS is to be an evolving document with a required formalised review in no less than 24 months. Review of the Child Safety Policy is the responsibility of the Royal South Street Society Board of Directors.