



Child Safe Policy

Purpose

Strathfield Symphony Orchestra is an adult community orchestra, established primarily for the participation of adult musicians; however, the orchestra is committed to ensuring a child-safe environment where children may attend or participate with the appropriate supervision, consent and support of a parent or guardian.

This policy is part of our organisation's ongoing commitment to protecting the children in our care from harm and abuse. It:

- outlines the child safe practices our organisation has put in place to minimise the risks to child safety
- sets out what is required from players, staff, volunteers and others who interact with our organisation, so they know what is expected from them to keep children safe.

Our commitment to child safety

At Strathfield Symphony Orchestra we commit to the safety and wellbeing of every child in our care. Please read our Statement of Commitment to Child Safety, which is available on our website.

Scope and audience for this policy

The policy describes what is required from all players, staff and volunteers in associated with Strathfield Symphony Orchestra when taking part in any rehearsals, performances or other activities involving children (members under the age of 18).

Responsibilities for children's safety

Everyone in our Orchestra is expected to carry out the requirements to keep children safe. This includes:

- Upholding our organisation's commitment to child safety.
- reading, signing and upholding the behaviours set out in our Child Safe Code of Conduct
- Meeting requirements across all other child safe policies and procedures, including child safe recruitment practices and risk management.
- Reporting all breaches of our policies or any allegations of child harm or abuse, and meeting all external reporting obligations.

Please contact [a member of the committee](#) with any of your child-safety related questions or concerns.

Active participation of children, families and communities

- All our child-related policies and procedures are available for everyone who accesses our rehearsals, concerts and other events, including children, parents, carers and community members.
- We provide opportunities for children to provide feedback to our committee on what makes them feel safe, supported and included.

Definitions of harm and abuse

General definitions

Psychological abuse (also known as emotional abuse)

This includes bullying, threatening and abusive language, intimidation, shaming and name calling, ignoring and isolating a child, and exposure to domestic and family violence.

Physical abuse

This includes physical punishment, such as pushing, shoving, punching, slapping and kicking, resulting in injury, burns, choking or bruising.

Sexual abuse

This includes the sexual touching of a child, grooming, and production, distribution or possession of child abuse material.

Grooming

This is a process where a person manipulates a child or group of children and sometimes those looking after them, including parents, carers, teachers and leaders. They do this to establish a position of 'trust' so they can then later sexually abuse the child.

Misconduct

This is inappropriate behaviour that may not be as severe as abuse, but could indicate that abuse is occurring and would often be in breach of an organisation's Child Safe Code of Conduct. This could include showing a child something inappropriate on a phone, having inappropriate conversations with a child or an adult sitting with a child on their lap.

Lack of appropriate care

This includes not providing adequate and proper supervision, nourishment, clothing, shelter, education or medical care.

What the policy covers

Transporting children

Parents or caregivers are responsible for ensuring their children are dropped off and picked up from the rehearsal or performance venue. If this is not possible, best practice is to always have two adults travelling with children. If this is not possible, a suitable arrangement must be made between the organisation and the parents of the children. If a child is alone with an adult in a car they must sit on the back seat. Every child should be accounted for at the end of a journey.

Social media use and online communication

Members must never communicate privately with children online or on social media. Any necessary online communication should include the child's parent or carer in the correspondence.

Sectional Rehearsals

If a child is participating in a sectional rehearsal or small ensemble performance a minimum of two adult members must be present.

Photography and the use of images

Photos and videos of children can only be taken with the permission of parents or carers. Parents and carers must also approve any images used on our social media channels. It is unacceptable for members or volunteers to take photos or videos of children, other than their own, on personal devices, or to share images without permission.

Physical contact

Physical contact with children should be kept to a minimum. Everyone involved in the orchestra is expected to have healthy physical boundaries with children.

Gifts and benefits

Staff and volunteers must never give gifts to children, or bestow benefits of any kind to a child, unless they have direct permission from the child's parents or carers.

Out of hours contact with children

Members and volunteers must let a member of the Committee know about any out-of-hours contact they have with children in our care. It is unacceptable for staff or volunteers to participate in the lives of children outside the organisation without a valid reason. Appropriate boundaries with the children in our care must be maintained at all times.

Illness and injury management

Injuries must be reported to a committee member and first aid administered in a safe space within lines of sight of other adults.

Reporting requirements for different types of concerns or incidents

If an adult orchestra member or volunteer has a concern about the safety of a child they should report this to a committee member.

Other related child safe documents

Strathfield Symphony Orchestra has a range of other key documents that relate to child safety. These can be accessed at <https://strathfieldsymphony.org.au/>, and include:

Statement of Commitment to Child Safety

Our public commitment to prioritising child safety across our organisation.

Child Safe Code of Conduct

Guides the day-to-day behaviours of adults interacting with children at the organisation.

Publication, communication and engagement

Our Child Safe Policy and other child safe documents can be found on our website at <https://strathfieldsymphony.org.au/>. Anyone involved in our orchestra can request a copy via email at any time. We send out regular email reminders to our community about our child safe documents and invite feedback whenever one of our organisation's child safe documents is up for review.

Related legislation, regulations and standards

Strathfield Symphony Orchestra must understand and comply with a number of NSW child protection laws and schemes. These include:

- NSW Child Safe Scheme
- Children's Guardian Act 2019
- Child Protection (Working with Children) Act 2012
- Child Protection (Working with Children) Regulation 2013
- Children and Young Persons (Care and Protection) Act 1998

Next review date

30/03/2028, or earlier if there are any critical incidents
