

PANORAMA THEATRE COMPANY INC.

CHILD SAFE POLICY

COMMITMENT TO CHILD SAFETY

All children who participate in Panorama Theatre Company productions, social and promotional activities have a right to feel safe and to be safe. We aim to create a child safe and child friendly environment where children feel safe, have fun, and develop their theatrical skills. We are committed to creating a culture of safety that puts children first. We have zero tolerance for child abuse. Panorama Theatre Company will ensure the physical, emotional, social, and psychological safety of every child by enforcing a Code of Conduct which all volunteers and others associated with the company are required to follow.

This policy applies to all volunteers, children, and individuals involved with Panorama Theatre Company, including Committee of Management, Production Team, parent and family volunteers, paid musicians, theatre technicians, and other people involved in the production of Panorama events.

CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION

We encourage children participating in Panorama Theatre Company's (PTC) activities to express their own views. We listen to their suggestions, particularly on matters that directly affect them. We encourage children to express their views by actively engaging in discussion and conversation with them.

We let children know what to do if they feel unsafe in any situation by clearly communicating who to talk to if they have concerns. We listen to and act on any concerns children or their parents/guardians raise with us by responding in a timely, supportive, and reassuring manner.

VALUING DIVERSITY

We value diversity and do not tolerate any discriminatory practices by:

- Promoting the cultural safety, participation and empowerment of Aboriginal children and their families
- Promoting the cultural safety, participation and empowerment of children and families from culturally/linguistically diverse backgrounds
- Welcoming children with a disability and their families to actively promote their participation by adapting our programs and activities appropriately
- Welcoming all children regardless of economic or social background
- Supporting the needs of children at risk
- Seeking appropriate volunteers from diverse cultural and linguistic backgrounds

RECRUITING VOLUNTEERS

PTC applies best practice standards in the attraction, recruitment and screening of volunteers and others associated with the company. We require a Working with Children Check. All position descriptions require volunteers to abide by PTC policies and procedures and the Code of Conduct.

SUPPORTING VOLUNTEERS

We value our volunteers and offer support and supervision so that people feel valued, respected and fairly treated. Our Code of Conduct provides guidance to for our volunteers.

REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

PTC promotes a culture where child safety is paramount. It is the responsibility of every person involved with PTC to speak up if they have any concerns about the safety and protection of children involved in PTC activities. Our Committee of Management has the specific responsibility for responding to complaints made by other volunteers, children, parents, or other individuals.

RISK MANAGEMENT

PTC actively works to detect and mitigate risks to children by conducting a risk assessments and management plans. We recognize the importance of a risk management approach to minimizing the potential for child abuse or harm to occur and use this to inform our planning and activities. In addition to general occupational health and safety risks, we proactively manage the risk of abuse to our children.

REVIEWING THIS POLICY

This policy will be reviewed annually by the Committee of Management. We encourage others to provide feedback and express their comments and suggestions about this policy.

Date approved by the Panorama Theatre Company Committee of Management:

7 August 2017

ATTACHMENTS: PANORAMA THEATRE COMPANY CODE OF CONDUCT