



Mansfield Musical and Drama Society

Child Safety and Wellbeing Policy

The purpose of this policy is to set out our organisation's expectations about child safe practices for committee members, volunteers, members, contractors, and the broader organisational community.

All children have the right to be safe from harm and abuse when interacting with anyone within our organisation.

Mansfield Musical and Dramatic Society (MMuDS) is committed to creating a safe and supportive environment for all participants, especially children. Our Child Safety and Wellbeing Policy outlines our commitment to safeguarding children involved in our programs and activities.

MMuDS seek to prevent harm of any kind impacting children involved in our society's activities and have a zero tolerance for racism, child abuse and inequality. We aim to ensure children's rights, relationships, identity, and culture are recognised and respected, their voices heard, and their concerns acted upon. We aim to foster a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children are respected and values.

Definitions

For the purpose of this policy, "children" refers to individuals under the age of 18 who participate in MMuDS activities.

MMuDS commitment:

Adhere to the Victorian Child safe Standards. These standards set out minimum requirements and outlines the actions organisations must take to keep children safe.

- Ensuring that all members have read and understood this policy.
- Appoint a Child Safety Officer to manage general concerns and complaints.
- Ensuring all members read and sign the MMuDS statement of commitment to child safety contract.
- We value and respect children and welcome them regardless of their abilities, age, sex, gender, social economic or cultural background.
- Bullying and harassment will not be tolerated at MMuDS.
- Ensure that any child that is involved in our organisation and who have concerns about their safety or need assistance know where to go and who to talk to.
- Empower all members to take any allegations or complaints in relation to child safety seriously and respond promptly and appropriately.
- To ensure the safety and well-being of children involved in MMuDS activities.
- To provide guidelines for volunteers, members, and contractors on maintaining a safe environment.
- To foster a culture of respect and trust.
- To comply with relevant laws and regulations concerning child safety.



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Safe Recruitment

- Implementing a recruitment and selection process that upholds MMuDS commitment to a child safe organisation.
- A statement that demonstrates MMuDS commitment to child safety and wellbeing included in any position descriptions and on our website.
- All volunteers, members, and contractors 18 years and older must hold a current Working with Children Check (WWCC).
- Ensuring all volunteers, members and contractors read MMuDS code of conduct policy, which include specific conduct relating to children.
- The committee along with the Child Safety Officer will oversee all recruitment/Audition processes related to shows with children's roles.

Code of Conduct

Please refer to MMuDS code of conduct policy which outlines specific conduct relating to protecting the safety and wellbeing of children in this organisation

Supervision and Safety

- Ensure that children are supervised at all times during MMuDS activities.
- Maintain an appropriate ratio of adults to children, ensuring that supervision is adequate.
- Conduct risk assessments for all activities involving children, ensuring that any potential hazards are identified and mitigated.

Reporting and Responding to Concerns

- Encourage children to speak up if they feel uncomfortable or if they have any concerns about their safety.
- All concerns or allegations of abuse or inappropriate behaviour must be reported to the Child Safety Officer immediately.
- The Child Safety Office will report any allegations or concerns to the relevant authorities whenever appropriate or necessary.
- Follow the procedures outlined for managing and investigating concerns, ensuring that the child's safety and well-being are the top priorities.
- Keep full, timely and accurate records of all child safety incidents, concerns, complaints in a confidential manner.
- Please refer to the MMuDS child safe reporting procedure for more information.

Training and Awareness

- Conduct an awareness session at the commencement of any show/program and all participants are to sign the Child Safety Register.
(Currency checks of WWCC to be also completed)
- Provide regular training for all volunteers, members or contractors on child safety practices and procedures.
- Promote awareness of child safety issues among all members of MMuDS.



Mansfield Musical and Drama Society

MMuDS will:

- Regularly review and update the Child Safety and Wellbeing Policy to ensure its effectiveness and compliance with current laws and best practices.
- Monitor adherence to the policy and address any issues or non-compliance promptly.

Contact Information

For any concerns or questions regarding this policy, please contact:

Child Safety Officer

Erica Morgan

0428 732 543

childsafemmuDS.org.au

Acknowledgment

By participating in MMuDS activities, all volunteers, members, and contractors agree to adhere to this Child Safety Policy and support its implementation.