



# L2R DANCE CHILD SAFETY & WELLBEING POLICY

Policy number	<< 01 >>	Version	<<02>>
Drafted by	<Jackie Anders>	Approved by board on	<<22 November 2023>>
Responsible person	<Jacinda Richards>	Scheduled review date	<<November 2025>>

## 1. PURPOSE

The purpose of this policy is to:

- demonstrate L2R's commitment to promoting child safety and wellbeing in accordance with the [Victorian Child Safe Standards](#).
- set out L2R's approach for establishing and maintaining a child-safe and child-friendly environment
- ensure all staff including board members and volunteers are aware of their responsibilities to ensure the safety of children associated with L2R.

## 2. SCOPE

This policy applies to all staff, board members, volunteers and any other person engaged to undertake work on behalf of L2R.

It should be read in conjunction with the L2R Child Safety Code of Conduct and Social Media Policy.

## 3. COMMITMENT TO CHILD SAFETY

L2R is committed to promoting and protecting the safety and best interests of all children. This includes promoting the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and providing a safe environment for children with a disability.

L2R has zero tolerance towards child abuse (see **Attachment 1 – Definitions**).

We value diversity and will not tolerate discriminatory practices toward any child or adult on the basis of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background.

As an organisation, we are focused on developing and celebrating the artistic expression of children and young peoples. We are committed to seeking children's views about their experience of L2R to make sure they feel safe and welcome in the L2R community.

## 4. RESPONSIBILITIES

All staff, board members, sub-contractors, volunteers and agents of L2R are responsible for the care and protection of children and reporting information about child abuse.

- 4.1. The **Board of L2R** has ultimate responsibility for the detection and prevention of, and response to child abuse as part of its broader responsibility for:



- providing leadership for an organisational culture of accountability for child safety and wellbeing and is continuously reviewed and improved
- ensuring that appropriate policies and procedures and a Code of Conduct are in place and regularly reviewed
- ensuring that appropriate and effective prevention and risk management systems are in place
- ensuring a Child Safety Officer is appointed within L2R.

4.2. The Chief Executive Officer is responsible for:

- ensuring that all L2R personnel are aware of their obligations under this policy and the Code of Conduct
- keeping up to date and complying with relevant changes in legislation and practices in relation to this policy and informing all L2R Personnel of any changes impacting their responsibilities under this policy
- ensuring that all L2R personnel are aware of their obligation to report suspected abuse of a child in accordance with this policy and the procedure outlined in **Attachment 2**
- providing support for all L2R personnel in undertaking their child safety responsibilities, including providing adequate resources and training to assist all L2R personnel to undertake their child safety responsibilities
- ensuring recruitment and induction processes for all L2R personnel are in line with this policy
- receiving and ensuring L2R responds to reports of child abuse in accordance with this policy and applicable legislation and regulations
- advising the Board of any child safety issues that have been raised in relation to a L2R person (whilst respecting the confidentiality of the child involved) and any associated reports made to external parties (such as the police or Child Protection department)
- leading the review of this policy.

4.3. All board members, staff, contractors and volunteers must:

- ensure that they contribute to an organisational culture that promotes child safety, wellbeing and participation
- maintain a current and valid Working with Children Check
- read and comply with this policy
- read, comply with and acknowledge the L2R Code of Conduct
- report any inappropriate behaviour or suspected abusive activities in accordance with the reporting procedure set out at **Attachment 2**
- support an environment that promotes and values the physical, emotional and cultural safety of children, including by undertaking professional development as appropriate



## **5. PARTICIPATION OF CHILDREN AND FAMILIES**

At L2R we want all students to feel safe, have fun, express themselves and feel comfortable to raise any issues that they have.

L2R staff working with children will explain students' rights related to their involvement with L2R and how to provide feedback or make a complaint, on enrolment and at other times as appropriate. Staff will encourage all students to be supportive of each other and make clear that bullying won't be tolerated. L2R also involves student voices through monitoring and evaluation, specifically through six-monthly surveys and focus groups.

L2R recognises the important role of families and welcomes parents and carers as part of the L2R community. L2R will encourage involvement of families through:

- holding events in the local area to enable family members to attend and connect with the L2R community
- inviting family members to the annual general meeting to learn about and provide input to the planning for L2R.

L2R provides information to families about our child safe practices through:

- publishing our commitment to child safety on our website, and
- providing information on enrolment about child safety and how to provide feedback or make a complaint.

## **6. CREATING CULTURALLY SAFE ENVIRONMENTS FOR FIRST NATIONS CHILDREN AND THEIR FAMILIES**

L2R is committed to creating environments where First Nations culture is celebrated and First Nations children, families and community members are welcomed and included. Strategies to embed cultural safety for First Nations people include:

- an Acknowledgement of Country at L2R meetings and events
- consulting with families and members of First Nations communities to identify opportunities to promote First Nations culture and practices in the L2R's programs
- connecting with First Nations arts organisations on collaborative artistic opportunities for students and staff.
- providing training for staff and volunteers on the strengths of First Nations culture and its importance to the wellbeing and safety of First Nations children
- celebrating NAIDOC Week and acknowledging significant events including National Sorry Day and National Reconciliation Week

## **7. VALUING DIVERSITY**

Celebrating diversity and personal and cultural expression is at the heart of L2R. We value equity for all children. To achieve this, we:



- welcome and support participation of all children, including children from culturally and linguistically diverse backgrounds, children from low-socio economic backgrounds, children with disability, those who are unable to live at home, LGBTIQ young people and First Nations children
- offer students and families through our enrolment processes the opportunity to provide information about themselves, including any specific needs to participate fully in our programs
- have zero tolerance of racism and other forms of discrimination
- deliver programs that reflects the diversity of our students, their interests and cultures
- strive to reflect the diversity of our community through representation in our staff and Board membership

## **8. CREATING A SAFE AND POSITIVE ENVIRONMENT (CHILD SAFE STANDARD 6)**

L2R is committed to reducing the risk of children being abused. We recognise that an important way to reduce the risk of child abuse is by putting place effective human resource practices to guide recruitment, supervision and professional development of staff and having clear standards of conduct for interactions with children. The steps L2R is taking to promote safety and reduce risks are detailed at **Attachment 3 – Reducing risks to child safety**.

L2R's approach to promoting safety online is set out in our **Social Media policy**.

## **9. PROCESSES FOR RESPONDING TO AND REPORTING SUSPECTED CHILD ABUSE**

If any L2R personnel believes a child is at immediate risk of abuse, they should call 000.

Any child safety concerns will be treated seriously, whether they are made by an adult or a child and whether they are about the conduct of an adult or a child. All complaints and child safety concerns will be responded to promptly and thoroughly.

L2R will provide child-friendly and accessible information to children and families about how they can raise concerns and how those concerns will be responded to and investigated.

The **Child Safety Response and Reporting Procedure** is detailed at Attachment 2. All L2R personnel must follow this procedure if they have concerns about a child's safety, including suspicion, allegation or observation of abuse.

## **10. NON-COMPLIANCE WITH THIS POLICY AND THE CODE OF CONDUCT**

L2R will enforce this policy and the Code of Conduct. Following any non-compliance we will instigate a review that may result in a change or restriction of duties, suspension or termination of employment or cessation of involvement with L2R.

## **11. REVIEW**

L2R will review child safe policies and practices every two years. We also:

- review relevant practices and policies in response to a child safety incident, complaint or 'near miss'
- When developing or reviewing other policies, strategies and plans, consider how child safety can be promoted and supported.



Reviews will be overseen by the Board and will be informed by speaking with children, families and staff and teaching artists. Findings from reviews will be reported to the people involved in our organisation and also inform our approach to continuous improvement of our child safety practices.

## **AUTHORISATION**

A handwritten signature in blue ink, appearing to read 'Harriet McCallum', is written over a faint, light blue grid background.

Harriet McCallum – Board Chair  
[13/02/2024]  
L2R DANCE

## **Attachments**

1. Definitions
2. Response and Reporting Procedure
3. Reducing Risks to Child Safety