



CHILD AND YOUTH PROTECTION POLICY

INTRODUCTION

Electric Light Theatre is committed to promoting and protecting the interests and safety of children and youth.. We have zero tolerance for child abuse. Electric Light Theatre is thereby committed to complying with the [Child Safe Standards \(Standards\)](#) introduced by the Victorian Government, which set out the compulsory minimum standards for organisations that provide services for children and young people (or are used by children and young people), to help protect them from harm.

Everyone volunteering for Electric Light Theatre is responsible for the care and protection of children and reporting information about child abuse.

APPLICATION

This policy applies to all volunteers and to the broad range of situations where interaction with children and young people may occur in the delivery of [Name of Organisation]'s services.

PURPOSE

The purpose of this policy is to:

1. ensure that all volunteers engaged by Electric Light Theatre are aware of the organisation's commitment to creating and maintaining a child safe environment that meets the Standards
2. facilitate the prevention of child abuse within Electric Light Theatre
3. establish the framework for an organisational culture of child safety
4. outline the responsibilities that various parties have for identifying possible occasions for child abuse, for establishing controls and procedures for preventing abuse, and for detecting abuse when it occurs
5. provide guidance to staff, volunteers and contractors as to action that should be taken where they suspect any abuse within or outside of the organisation
6. provide a clear statement to staff, volunteers and contractors forbidding any such abuse
7. provide assurance that all suspected abuse will be reported and fully investigated.



ELECTRIC LIGHT THEATRE'S COMMITMENT

Electric Light Theatre is committed to promoting and protecting the best interests of children involved in its programs, and to providing a child-safe and child-friendly environment for all children and young people who engage with Electric Light Theatre. Electric Light Theatre is committed to complying with the Child Safe Standards introduced by the Victorian Government, which set out the compulsory minimum standards for organisations that provide services for children and young people (or are used by children and young people), to help protect them from harm.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from abuse. Electric Light Theatre has zero tolerance for child abuse. Everyone working at Electric Light Theatre is responsible for the care and protection of the children within our care and reporting information about suspected child abuse.

Child protection is a shared responsibility between Electric Light Theatre's committee, production team and all volunteers across the Electric Light Theatre community.

Electric Light Theatre will consider the opinions of youth and use their opinions to develop child protection policies.

Electric Light Theatre supports and respects all children, staff contractors and volunteers.

Electric Light Theatre is committed to the cultural safety of children, and pays particular attention to the safety and cultural safety of the following groups of children, in recognition of their increased vulnerability, and diverse and unique identities and experiences:

- Aboriginal and Torres Strait Islander children and young people
- children from culturally and linguistically diverse backgrounds
- children living with a disability
- children who identify as lesbian, gay, bisexual or trans
- children who are intersex, non-binary or gender diverse
- children in and out of home care and the youth justice system.

Any person who believes a child is at immediate risk of abuse must contact the police (telephone 000).



ELECTRIC LIGHT THEATRE'S APPROACH TO CHILD AND YOUTH SAFETY

In continuing to implement and promote a child and youth safe system of work, Electric Light Theatre will:

- develop an environment in which youth feel listened to and valued, and in which their concerns are acted upon, including encouraging and allowing children to participate in decisions important to them
- consult with staff and other appropriate parties, including families and children
- assess and manage the risk of abuse to youth who interact with Electric Light Theatre, including through recruitment practices and online
- take a proactive approach to child safety, including fostering a culture of openness that encourages all staff to report any concerns of child safety and supports them in this process
- report suspected abuse, neglect or mistreatment promptly to the appropriate authority, whether or not the law requires reporting
- ensure children know the options available to them if they are concerned or feeling unsafe, and foster an environment where children are safe to raise such concerns
- recruit staff who are suitable to work with children and provide high quality training, supervision and professional development to staff
- have policies, procedures and supports in place to reflect these commitments, and review these regularly.

AUTHORISATION

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ELT committee**