

### ***Child Safety and Wellbeing Policy:***

*The Child Safety and Wellbeing Policy describes:*

- *the organisation's commitment to equity and inclusion*
- *how the organisation will recognise and respect the diverse needs of all children*
- *how the organisation provides avenues for children or their families to identify their individual needs*
- *how the organisation will provide children with access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand*
- *how the organisation will support equity and make reasonable changes to support participation by all children and respond to all children's needs*
- *how the organisation upholds equity for all children and prevents child abuse and harm resulting from discrimination based on disability, race, ethnicity, religion, sex, intersex status, gender identity or sexual orientation.*

CPP Community Theatre Inc. is committed to safety and wellbeing of all children and young people.

This will be the primary focus of our care and decision-making when all company members are working with children. CPP has zero tolerance for child abuse, racism and bullying and is committed to providing a child safe environment where children and young people are safe and feel safe and their voices are heard about decisions that affect their lives.

Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

CPP supports people from all cultures and backgrounds, to join the group and participate in creating and performing theatrical shows. We are an inclusive, safe and respectful organisation, which operates in a Christian manner, and which celebrates diversity and actively supports the inclusion of children, young people and adults from many diverse backgrounds, beliefs or affiliations.

Members are valued and their opinions and feedback is encouraged. Every person involved within CPP has a responsibility to understand the important and specific role they play both individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

In all actions at CPP we undertake to:

1. Take a preventative, proactive and participatory approach to child safety
2. Value and empower children to participate in decisions which affect their lives
3. Foster a culture of openness that supports all persons to safely disclose risks of harm to children
4. Respect diversity in cultures and child rearing practices while keeping child safety paramount
5. Provide guidance on appropriate conduct and behaviour towards children
6. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues
7. Report suspected abuse, neglect or mistreatment promptly to the appropriate members of the committee
8. Value the input of and communicate regularly with families and carers.

All children have the right to feel safe and to be safe all the time, but safety does not just happen. At CPP we take deliberate steps to protect children from physical, sexual, emotional and psychological abuse, and neglect. This commitment to protecting children is embedded in our culture and policies. Responsibility for taking action must be understood and accepted by everyone. As a child safe community organisation we foster and demonstrate openness and transparency in all of our activities. This directly and indirectly creates a culture in which everyone feels confident, enabled and supported to safely disclose.