



Child Safe Policy

Launceston Youth & Community Orchestra Inc. (LYCO)

LYCO is committed to protecting the safety of all people within its programs and events. All people, regardless of age, gender, race, culture, and family/social background have equal rights to this protection.

All people (including children) have the right to be respected and valued as well as feel emotionally and physically safe at all times.

Our policy has been developed to uphold this commitment to safeguarding and to adhere to National and Tasmanian legislation.

Our Child Protection Policy:

This policy applies to all staff, including paid staff, volunteers or anyone working on behalf of LYCO.

The purpose of this policy:

To protect all people who attend LYCO programmes.

To provide staff and volunteers with the overarching principles that guide our approach to vulnerable people.

LYCO believes that no one should ever experience abuse of any kind. We have a responsibility to promote the welfare of all vulnerable people and to keep them safe. We are committed to practice in a way that protects them.

Our policy aims to:

- minimise the risk of abuse, misconduct and the misuse of positional power.
- ensure that all cases of suspected abuse and misconduct are handled thoroughly.
- ensure that leaders and programs are safe.
- ensure that all people are respected and valued.

Statement of commitment to child safety:

LYCO is committed to ensuring the safety and wellbeing of all people and will endeavour to provide a safe and supportive environment for all, especially children, and vulnerable adults by the following safeguarding measures:

- recruitment processes
(screening, selection, Tasmanian Working with Vulnerable People card)
- training (where applicable)
- induction
- supervision

The following values reflect the culture that we are committed to promoting within LYCO:

- due diligence
- integrity
- duty of Care



Child Safe Policy

The following values reflect the culture that we are committed to promoting within LYCO (cont.):

- transparency
- inclusivity

With particular regard to children, we recognise that:

- the welfare of the child is paramount and is everyone's responsibility as outlined in the National Framework for Protecting Australia's Children.
- all children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm and abuse.
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- working in partnership with children, young people, their parents, carers and other organisations/agencies is essential in promoting young people's welfare.

We commit to:

- **the safe recruitment of leaders.**

We will screen all prospective leaders in our programmes before they are appointed (i.e. Tasmanian Working with Vulnerable Children card, two referees).

- **adequate induction of leaders.**

All leaders of LYCO programmes will be fully conversant with the role they are to provide and in relevant LYCO policies and procedures.

- **having a clear Code of Conduct.**

We will adopt and implement a Code of Conduct for all leaders and volunteers, including boundaries of behaviour and expectations of interactions with children.

All leaders will agree to follow our Code of Conduct.

- **responding to allegations of risk of harm (abuse) and serious misconduct.**

All leaders and volunteers will report disclosures or suspicions of child abuse, according to our procedure.

We will listen to and believe children who raise concerns.

We will ensure that procedures are clear and appropriate in responding to allegations of abuse.

Where a leader has an allegation of misconduct made against them, we will provide support to alleged victims and perpetrators and seek appropriate professional advice.



Child Safe Policy

We commit to (continued):

- **providing an open safe environment.**

We will afford participants a say in the programs and the activities in which they participate by fostering and valuing their ideas and encouraging participation.

We will be accountable and transparent.

We will create a child-friendly environment, allowing people to raise their concerns in an appropriate manner.

We will obtain appropriate information relating to the program participants, including children's health and family situation, to ensure that we are able to care for their physical and emotional needs.

We define:

Abuse:

Abuse and neglect includes but is not limited to:

- Physical Abuse
- Emotional Abuse
- Family Violence
- Sexual Abuse
- Grooming
- Neglect
- Bullying

Child: a person who is under the age of 18 years
(e.g. Children, Young Persons and their Families Act 1997, Tasmania).

Safe Environment: discharge duty of care by taking steps to keep all those in our care safe, including e.g. physical, sexual, emotional abuse (including bullying or neglect).

Safe Leader: has been through a recruitment process, understands responsibilities, is supervised and is an accountable team player.

Safe Program: all risks have been assessed and events thought through and planned.

We are committed to reviewing our policy and good practice annually.