

Tamworth Musical Society - Working with Children Guidelines 2022

The Tamworth Musical Society (TMS) is committed to the involvement of young people in the theatrical experience in a safe and secure environment. TMS abides by requirements currently in place regarding Child Protection and aims to ensure the younger members of our society are safe from harm or harassment of any kind.

In the event that young people are involved in a production all heads of department and production heads are required to provide a Working with Children Check. These details are to be kept on file and updated as necessary.

TMS will not tolerate incidents that violate or potentially violate the rights of a child in accordance with Australian Child Protection Legislation.

In the course of their engagement, members have a duty to take reasonable care to protect children and young people against risks of harm.

Members and organisers are expected to:

- Report to the Production Manager and/or Committee any questionable behaviours or actions conducted by any member or non-member during the course of a TMS rehearsal, show or event. If you see something, say something.
- Plan for a safe environment in all relevant activities conducted, taking into account gender, age, maturity and cultural factors.
- Support children and young people in ways that are responsible to their needs and are appropriate to their roles. In doing so, involve parents and carers in the management, supervision and support of young people where necessary and as appropriate.
- Report concerns about risk of harm.
- Restrict the sharing of information to circumstances where it is absolutely necessary for professional reasons, bearing in mind the child's or young person's right to privacy.
- Follow TMS guidelines in the provision and exchange of relevant information to progress investigations, assessments and case management as permitted by law.
- Act as appropriate role models, show respect for the feelings of the child or young person, and refrain from inappropriate language or behaviour.
- Be mindful of privacy and protection including: not being alone with a young person in a dressing room, rehearsal space or isolated location.

Our child safety guidelines have been established to assist in meeting our commitment and obligations to protect children and young people during their involvement with TMS. While some members within TMS may not have direct contact with children or young people at work in normal circumstances, they are expected to be aware of the Child safety guidelines and observe these in conjunction with the Code of Conduct should it be necessary when involved in TMS activities.