

Child Protection Policy

Girls from Oz (g-oz) adheres to the National Principles for Child Safe Organisations as well as the relevant Child Safe Standards in each state and territory. g-oz staff members and volunteers adhere to the Child Safe Code of Conduct and understand they have a legal obligation to protect the children in our care. This policy outlines the key points of Child Protection at g-oz.

Our g-oz community is comprised of many individuals, working together to achieve common goals. We are proud to have such a diverse group of participants and we are committed to providing a safe physical and emotional environment for all participants, staff members and volunteers. Importantly Girls from Oz delivers programs in schools where we work under the responsibility of the school Principal. All child protection concerns should be directed to and managed by the school, which holds comprehensive information and existing contact with relevant authorities.

Please note that this document touches on some sensitive topics about Child Protection; should you have any questions please talk to the General Manager, Kylie Lee-Archer.

The National Principles for Child Safe Organisations are:

- Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- Families and communities are informed and involved in promoting child safety and wellbeing.
- Equity is upheld and diverse needs respected in policy and practice.
- Processes to respond to complaints and concerns are child focussed.
- People working with children are suitable and supported to reflect child safety and wellbeing values in practice.
- Staff members are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- Implementation of national child safe principles is regularly reviewed and improved.
- Policies and procedures document how the organisation is safe for children and young people.

Child Safe Environments Training

g-oz has strategies in place to supervise, train and support staff members to understand their mandatory reporting obligations and their responsibilities to create a child safe environment.

These strategies include, but are not limited to:

- all staff members receiving an annual induction pack with their appointment letter that includes the g-oz Instructor Handbook and all relevant child safe policies and procedures
- g-oz senior staff members reiterating child safe procedures, including mandatory reporting obligations, at annual Instructor Training Days and during pre-trip meetings
- g-oz senior staff members conducting regular performance appraisals and feedback to ensure all child safe policies and procedures are being followed correctly
- encouraging staff members and volunteers to invite students to provide their input and be involved in classroom activity decisions, and raise any complaints or concerns with their g-oz Instructor or the supervising school teacher

Reporting of Suspected Harm

Australian States and Territories have different laws in regard to the reporting of suspected harm. Please refer to the specific Acts listed at the end of this policy. In all jurisdictions it is clear that Girls from Oz Instructors are mandatory reporters, sometimes called mandated notifiers. As visitors to schools, g-oz Instructors are mandatory reporters working under the responsibility of the school Principal. All child protection concerns should be directed to and managed by the school, which holds comprehensive information and existing contact with relevant authorities.

Any g-oz Instructor is invited to seek the support of the General Manager, Kylie Lee-Archer, in any case they feel concerned about the safety of a g-oz participant.

Harm refers to physical or psychological harm (whether caused by an act or omission), including harm caused by sexual, physical, mental or emotional abuse or neglect.



Suspected Harm is, but is not limited to, the risk of significant harm in relation to current concerns. Current concerns may relate to:

- harm that is recent
- harm that is likely in the foreseeable future if nothing changes
- The child having contact with someone who has caused significant harm to either them or another child in the past
- Past harm with a continuing and significant impact on the child

g-oz Instructors should be aware that failing to make a report of risk of significant harm in relation to a child or young person may constitute a breach of their duty of care.

Working With Children Checks

g-oz adheres to the relevant state and territory Working with Children Acts. It is a condition of employment and volunteering at g-oz that all staff members, contractors and volunteers, regardless of their role, are required to hold a valid Working with Children Check or state equivalent.

g-oz Instructors are employed first by either the Australian School of Performing Arts or Raw Energy Dance Education with whom we partner. All Instructor candidates (volunteer or employed) are provided with a job description outlining their role responsibilities and are recommended to g-oz as known team members of ASPA or REDed.

Use of Images

Girls from Oz operates in partnership with schools and community groups and abides by their guidelines and procedures regarding the use of photographs, audio and video recordings of classes and performances for educational purposes and in promotional material. With the support of the schools and community groups we work with we seek the permission of participants' parents.

When selecting and using images g-oz only uses appropriate images of the child undertaking a relevant activity.

Please refer to the website for the g-oz Privacy Policy. If g-oz staff or volunteers have any concerns regarding an image posted on our social media platforms or used in a promotional campaign, or feel it may be harmful, please contact the General Manager, Kylie Lee-Archer, on 03 9001 1885 or via email to kylie@girlsfromoz.org.au. Kylie will review the image and respond to the query as soon as practicable.

Informing the g-oz community of the legislative liability of Child Protection

All g-oz staff members and volunteers receive a copy of this policy upon appointment, and in the case of a policy revision, along with the Child Safe Code of Conduct. Participants, parents and guardians are invited to view this policy and our Child Safe Code of Conduct, listed on our website.

Kylie Lee-Archer
General Manager

This policy will be regularly reviewed to take into account workplace and legislative change.

Date: July 2023

Acts and Regulations

ACT – Children and Young People Act 2008 and Working with Vulnerable People (Background Checking) Act 2011

NSW – Children's Guardian Act 2019, Children and Young Persons (Care and Protection) Act 1998, Children and Young Persons (Care and Protection) (Child Employment) Regulation 2015, and Child Protection (Working with Children) Act 2012

QLD – Child Protection Act 1999, Child Employment Act 2006 and Working with Children (Risk Management and Screening) Act 2000

SA – Children and Young People (Safety) Act 2017 and Child Safety (Prohibited Persons) Act 2016

VIC – Children, Youth and Families Act 2005, Child Wellbeing and Safety Act 2005, Child Employment Act 2003 and Worker Screening Act 2020

WA – Children and Community Services Act 2004 and Working with Children (Criminal Record Checking) Act 2004