



Date Ratified: August 2024  
Updated: February 2026  
Date to Review: June 2026

## Child and Youth Safe Policy

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### STATEMENT OF COMMITMENT

Slipstream Circus is committed to ensuring the safety, wellbeing and cultural security of all children and young people involved with our organisation. We aim to create a safe, fair and inclusive environment for everyone and to ensure all children and young people are treated with respect and dignity and protected from harm. We support Aboriginal and Torres Strait Islander children to practice their culture and feel safe doing so.

### PURPOSE

The purpose of this policy is to outline how Slipstream Circus (SSC) upholds and maintains a child safe culture. This policy is one of the steps in compliance with the Tasmanian Child and Youth Safe Organisations Framework and incorporates Tasmania's Child and Youth Safe Standards. Our organisation is dedicated to creating a safe environment where children and young people feel valued and protected.

The Slipstream Community recognises its responsibility to:

- protect children and young people from all forms of harm and abuse;
- create and maintain a child-safe culture that is understood, endorsed and put into action by all the individuals who work for, volunteer for, govern or access Slipstreams programs, products or services;
- maintain processes and procedures that support a child safe culture and environment; and
- acknowledge that protecting children and young people is everyone's responsibility.

### SCOPE AND AUDIENCE.

This policy sets out the processes and behaviours in relation to the protection of children and young people under the age of 18. It is established with reference to the Child and Youth Safe Organisations Act 2023 and acknowledges the internal and external reporting requirements and statutory obligations.

This policy applies to everyone who is involved in SSC including but not limited to:

- persons appointed or elected to boards, committees and sub-committees;
- volunteers;
- employees;
- all members, including individual members and life members;



This policy will continue to apply to a person, even after they have stopped their association or employment (subject to this policy's terms) with SSC, if disciplinary action against that person has commenced.

## **RESPONSIBILITIES**

### **Committee members:**

The Committee is responsible for ensuring compliance with statutory obligations and embedding a child safe culture within SSC. This includes, but is not limited to:

- Providing appropriate training opportunities of all members to ensure the committee is aware of its obligations. The Secretary will maintain a training register for committee members;
- The creation and maintenance of contemporary policies and procedures that comply with all relevant statutory requirements. This includes procedures for hiring staff and ensuring that all staff have relevant checks and experience working with children and young people;
- Ensuring all staff and volunteers are aware of their responsibilities when working with children and young people;
- Establishing a complaints process with clear reporting lines and responsibilities for responding to complaints;
- Ensuring a culture of child safety is prominent in all activities undertaken by SSC and modelling and championing child safe attitudes and behaviours; and
- Promoting a child safe culture through the physical environment and social media. This includes ensuring risk management processes are in place to identify, mitigate and monitor risks;

### **Circus Manager:**

The Circus Manager is responsible for compliance with SSC policies and procedures and ensuring all employees understand their obligations. This includes, but is not limited to:

- Organising staff training to ensure all employees understand their responsibilities when working with children and young people;
- Promoting respect for children and young people at all times;
- Supporting employees with appropriate rostering for classes, events and gigs;
- Maintain a risk register, identifying risks and actions taken to mitigate risks. This will include monitoring SSC's physical environment to ensure the space is safe for all participants;
- Ensuring relevant staff member maintains a Volunteer Register, including updating any relevant details online through State government requirements;
- Ensuring other users of the facility are aware of SSC's child safety obligations and;
- Reporting and acting on any complaints or concerns around behaviour or breach of the Child and Youth Safe Code of Conduct.

### **Employees:**

Employees are responsible for compliance with SSC policies and procedures. This includes, but is not limited to:

- Participating in all relevant staff training;



- Ensuring all relevant checks (Registration to Work with Vulnerable People ) are up to date and provided to SSC;
- Alerting the Circus Manager to any change of circumstances that would impact on the ability of the employee to continue to work with children and young people; and
- Reporting any complaints or concerns around behaviour or breach of the Child and Youth Safe Code of Conduct in accordance with SSC reporting guidelines.

#### **Volunteers:**

Volunteers are responsible for compliance with SSC policies and procedures. This includes, but is not limited to:

- Participation in all relevant training provided by SSC;
- Ensuring all relevant checks (Registration to Work with Vulnerable People ) are up to date and provided to SSC;
- Alerting the Circus Manager to any change of circumstances that would impact on the ability of the volunteer to continue to work with children and young people; and
- Reporting any complaints or concerns around behaviour or breach of the Child and Youth Safe Code of Conduct.

#### **HARM & ABUSE**

The Child and Youth Safe Code of Conduct outlines acceptable and unacceptable behaviours when interacting and working with children and young people. Compliance with the Code of Conduct is mandatory for employees, volunteers, members and contractors.

SSC has determined to adopt the following definitions when referring to harm and abuse in this Policy:

#### **Psychological abuse (also known as emotional abuse):**

Means harm to a child's wellbeing or development. Psychological abuse may include bullying, threatening and abusive language, intimidation, shaming and name calling, ignoring and isolating a child, and exposure to domestic and family violence.

#### **Sexual abuse:**

Includes the sexual touching of a child, grooming and the production, distribution and possession of child abuse material.

#### **Grooming:**

Grooming in relation to a child means conduct of a person that;

- (a) Is intended to establish trust with the aim of normalising sexually harmful behaviour towards, or allowing the person to engage in an unlawful act, sexual offence, or sexual misconduct, against the child; and
- (b) Forms part of a pattern of manipulative or controlling behaviour in relation to the child; the child's guardian, family or friends; or a worker of a relative entity that provides services to, or has dealings with, the child.

Without limiting, grooming may take place in a range of interpersonal and social settings and employ a variety of forms of communication.

**Physical violence:**

The intentional or reckless application of physical force to a person without lawful justification or excuse; or, any act which intentionally or recklessly causes a person to apprehend immediate and unlawful violence to the person. Physical violence may include hitting, punching, pushing, kicking and spitting.

**Sexual Misconduct:**

Includes, but is not limited to, the following conduct when performed in a sexual manner or with a sexual intention;

- (a) Inappropriate behaviour;
- (b) Physical contact;
- (c) Voyeurism;
- (d) Speech or other communication including electronic communication.

**Neglect:**

Includes not providing adequate and proper supervision, shelter, education or medical care.

**REPORTING**

Reporting of complaints or concerns about behaviour are to be made in accordance with the Complaint Handling Policy.

The Committee will nominate Complaints Handling Officers to deal with complaints made, however at a minimum, the Circus Manager and one Committee Member will be responsible for responding to complaints and fulfilling any statutory reporting requirements.

SSC will comply with the Reportable Conduct Scheme and the legislative timeframes for reporting concerns to the Office of the Independent Regulator.

Often children and young people will not be able to speak about abuse and concern for them will be based on observations of physical and behavioural signs or indicators of harm in the children and those around them. In the event any of the parties mentioned in this Policy believe a child or young person is at risk please consult the nominated Complaint Handling Officers to take appropriate action.

SSC administration responsible for implementing this Policy and the Complaints Handling Policy, will keep confidential the names and details relating to breaches, unless disclosure is:

- Necessary as part of the disciplinary or corrective process; &
- Required by law.



## **ADDITIONS AND CHANGES TO POLICY**

Recommended changes to this policy may be submitted to the Committee for consideration. The Committee will review the recommendations and have the authority to make changes to this policy. Should changes be accepted the Policy would be updated, dated and circulated to all members. All policies are to be kept up-to-date, with reviews undertaken annually. The next review date is detailed at the beginning of each policy.

## **FURTHER INFORMATION**

### **Relevant Legislation**

Child and Youth Safe Organisations Act 2023  
Registration to Work with Vulnerable People Act 2013  
The Reportable Conduct Scheme

### **Related Documents**

Complaints Handling Policy (SSC)  
Child and Youth Safe Code of Conduct (SSC)  
Volunteer Induction Program (SSC)  
Trainers Handbook (SSC)

\*Relevant legislation noted above is available at [Resources | Office of the Independent Regulator \(oir.tas.gov.au\)](#)