

## **South Australian Youth Arts Child Safety Code of Conduct V1:2019**

### **Purpose**

SAYarts provides an open, safe, and friendly environment for all children. Our purpose is to empower children through the arts. This Code of Conduct outlines expected and appropriate standards of behaviour by adults towards children within the SAYarts community.

We acknowledge that theatre and performance arts are a “contact sport” in some circumstances - leading to occasional physical contact between children and tutors and children and children, and that the nature of theatre is to explore emotional and intellectual ideas that can affect children or act as a trigger.

When working on sexually sensitive material, the industry standards around consent apply.

These guidelines aim to protect children and reduce any opportunities for abuse or harm to occur. It provides guidance to SAYarts team members on how best to support children and prevent or better manage difficult situations.

### **Scope**

SAYarts employees may encounter children as workshop participants, audience members, in educational workshops, or in creative developments. Any adult person over the age of 18 who may work with children at any time in their capacity as a SAYarts “employee” must abide by this Child Safety Code of Conduct. This includes but is not limited to:

- Employees
- Leadership and management roles
- Administration
- Teachings artists, education instructors and workshop facilitators
- Performers and creatives
- Production and venue personnel (actors, stage management, chaperones, technical crew, front of house etc)
- Volunteers, including members of the Board and Board sub committees
- Contractors and sub-contractors
- Work experience students/interns/secondments
- Any other individual in the organisation that may deal with children

The term “employee” covers all of the above for the purposes of this Code of Conduct.

### **Code of Conduct**

SAYarts members are responsible for promoting the safety and well-being of children by complying with the following:

- a) Adhere to SAYarts’ Child Safe Environments Policy and all related policies and procedures
- b) Take all reasonable steps to protect children from the risk of abuse
- c) Treat all children with dignity, equality, and respect
- d) Listen to and value the ideas and opinions of children
- e) Be sensitive to the needs of
  - a. Indigenous children
  - b. Children from culturally and/or linguistically diverse backgrounds

- c. Children with a disability
- f) Act as a positive role model in their conduct with children
- g) Develop positive relationships with children and parents based on mutual respect, trust and open communication
- h) Be professional in your actions through your use of language, presentation and manner
- i) Respect the privacy of children, parents, and employees, and only disclose information to people who have a need to know
- j) Be aware of risks with communication and behaviour between children and adults (including online and mobile)
- k) Be aware of risks with communication and behaviour between children (including online and mobile)
- l) Promptly report any breaches of these standards of behaviour to the SAYarts Child Safety Officer - refer to the Child Safe Environments Policy Appendix
- m) Aim to ensure that children understand they are valued members of the SAYarts community, program, or audience experience
- n) Acknowledge the uniqueness and potential of all children, in recognition that enjoying their childhood without undue pressure is important
- o) If by chance any children are found unsupervised, direct and accompany children to their supervisor or relevant management immediately

SAYarts employees must **not**:

- a) Discriminate against any child or young person because of age, gender (including transgender status), cultural background, religion, vulnerability (including disability), or sexuality
- b) Engage children in behaviour that is intended to shame, humiliate, oppress, belittle or degrade children
- c) Engage in any activity with a child that is likely to physically or emotionally harm them
- d) Take photos of children without explicit permission from both the relevant management and parent/guardian -  
NOTE: SAYarts enrolled students (their parents/guardians) give permission at the time of enrolment. Those who do not give permission must give a reason and staff will be informed if we do not have permission for documentation.  
SAYarts has specific release forms for such purposes as Artist in Residence programs.
- e) Publish any video or image of a child (including on social media) without the informed consent of the child's guardian/parent and permission of SAYarts management (refer to release forms)
- f) Work with children while under the influence of alcohol or illicit drugs
- g) Ignore or disregard any concerns, suspicion, or disclosures of child abuse (refer to definitions document for guidance in recognising the signs of child abuse)
- h) Show over-familiar physical affection towards children or any unnecessary physical contact with children
- i) Marginalise or exclude specific children without due cause
- j) Show favouritism towards specific children such as the offering of gifts, special thanks, special treatment or inappropriate attention
- k) Subject children to any form of physical punishment, social isolation, immobilisation, or any other conduct likely to humiliate or frighten children. This

does not include the removal of children for the safety of others or other actions consistent with the Student Code of Conduct

- l) Enter children's dressing rooms (unless they are a designated supervisor, or approved to do so by a supervisor or relevant management)
- m) Allow children to enter an adult's dressing room or crew areas unless accompanied by their parent/guardian and approval has been granted by those in the dressing room.
- n) Close doors in rooms where children are present if they are the only responsible adult
- o) Do things of a personal nature for children that they can do themselves such as going to the toilet or dressing  
In general, wait for a child to ask with assistance for toileting or dressing.
- p) Gossip in the presence of children - including about other students to other students
- q) Distress a child for the purpose of eliciting a dramatic reaction
- r) Develop any 'special' relationships with children outside of the professional relationship or arrange contact with children outside of work obligations
- s) Have unauthorised contact with children online or by phone

Rebecca Pannell,  
Managing Director, Child Safe Officer  
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