



# South of the River Community Band

## Child Safety Policy

### Introduction

The South of the River Community Band (SRCB) is a non-profit concert band dedicated to bringing community members together through a fun, educational, and collaborative music-making experience. We are passionate about delivering entertaining, accessible performances to the wider community while maintaining a high standard of musical excellence within an amateur setting.

### Purpose

SRCB is committed to the safety, well-being, and empowerment of all children and young people who participate in our rehearsals, sectionals, competitions, performances, and events. This policy sets out SRCB's approach to creating and maintaining a child safe environment in line with Queensland law, the Child Safe Standards, the Universal Principle of cultural safety for Aboriginal and Torres Strait Islander children, and the rights recognised in the United Nations Convention on the Rights of the Child (UNCRC).

### Scope

This policy applies to SRCB committee members, band members, conductors, tutors, volunteers, contractors, and any other person engaged by or acting on behalf of SRCB in activities involving children and young people. It covers child safety obligations, screening and supervision requirements, responding to concerns or disclosures, and the promotion of safe, inclusive, and culturally safe practices across all SRCB activities, including performances, online or digital environments.

### Legislative and Practice Framework

- Child Safe Organisations Act 2024 (Qld)
- Working with Children Check Act 2000 (Qld) and associated Blue Card obligations
- Queensland Child Safe Standards and the Universal Principle of cultural safety for Aboriginal and Torres Strait Islander children
- Any applicable mandatory reporting and information-sharing obligations under Queensland law
- United Nations Convention on the Rights of the Child (UNCRC)

## Commitment to Child Safety and Cultural Safety

SRCB is dedicated to providing environments that are physically, emotionally, socially, and culturally safe for all children and young people. We take a strict zero-tolerance approach to child abuse, harm, grooming, neglect, and any other behaviour that places children at risk. In doing so, we actively respect and uphold the rights, views, and dignity of every young person in our care. We explicitly embed the universal principle of child safety by promoting the cultural safety of Aboriginal and Torres Strait Islander children and young people across all SRCB practices. Furthermore, we pledge to listen attentively to children and their families, ensuring we act on feedback, concerns, and complaints in a timely, child-focused manner.

## Child and Youth Risk Management Strategy

To support this policy and address child safety risks across all operational areas, the South of the River Community Band (SRCB) will maintain and regularly review a comprehensive Child and Youth Risk Management Strategy (CYRMS). This strategy outlines our core commitments through an explicit statement dedicated to child and cultural safety, alongside a mandatory code of conduct that governs all interactions with children and young people. To ensure compliance, it incorporates strict procedures for screening, supervising, and supporting our members and volunteers, reinforced by operational risk management processes tailored specifically for rehearsals, sectionals, performances, online activities, and events.

Furthermore, the CYRMS establishes transparent, accessible pathways for identifying, recording, escalating, and responding to any concerns, allegations, disclosures, or complaints. Any failure to uphold these standards will be managed through clear procedures for addressing policy, code of conduct, or legislative breaches, all while embedding regular reviews, training, and continuous improvement measures to ensure our safeguarding systems remain robust and effective

## Blue Card and Screening Requirements

All South of the River Community Band (SRCB) Executive Members volunteering with children must hold a valid Blue Card or Exemption Card and be formally linked to the organisation through the Blue Card Services portal. To ensure strict compliance and data security, the SRCB Secretary will maintain a secure, up-to-date Blue Card Register that tracks the status of all executive team members.

## Safe Environments

To ensure the ongoing safety and oversight of all participants, the South of the River Community Band (SRCB) maintains a strict mandatory supervision ratio of 1:10 at all events involving children and young people. This protective framework is supported by comprehensive risk assessments conducted for all physical activities and online engagements to identify and mitigate potential hazards before they occur. Additionally, SRCB enforces robust online safety protocols that govern all digital communications, official social media interactions, and virtual rehearsals, ensuring a consistent and secure environment across both physical and digital platforms.

## Child Participation and Feedback

SRCB deeply values the voices of children and young people and actively provides meaningful opportunities for them to participate in decision-making. To support this commitment, SRCB encourages open communication by collecting feedback through online surveys and direct consultation, ensuring that young musicians can safely share their experiences and ideas. Furthermore, SRCB prioritises transparency and empowerment by ensuring all children and young people clearly understand how to raise concerns or lodge complaints in a safe, accessible, and supportive environment.

## Reporting and Responding to Concerns

SRCB will provide comprehensive guidance and practical templates to all members to support the effective management of child safety concerns. This toolkit will include clear instructions for reporting suspected harm, abuse, or reportable conduct, alongside structured protocols for responding sensitively and appropriately to direct disclosures from children. To ensure the integrity of the process, these resources will outline strict procedures for maintaining confidentiality and delivering continuous support to all affected individuals.

SRCB is committed to making these reporting mechanisms highly accessible by incorporating step-by-step guides into its training materials. Furthermore, the organisation establishes a rigorous framework for investigating complaints, which defines explicit timeframes, clear escalation pathways, and dedicated support systems for all parties involved throughout the process.

## Accessibility and Inclusion

This policy is publicly accessible on the SRCB website, and copies are available upon request from any Committee Member. Continued participation in SRCB activities after viewing/receiving this policy will be deemed as full acceptance of and a willingness to abide by all policies and procedures of SRCB.

## Implementation and Monitoring

SRCB will actively implement this policy by embedding its requirements into daily supervision and operational procedures. To maintain high governance standards, the organisation will continuously monitor compliance through regular reporting mechanisms and formally revise the policy annually. Furthermore, SRCB will evaluate the overall effectiveness of its safeguarding frameworks by conducting routine internal audits, seeking feedback, and utilising official Queensland Family and Child Commission (QFCC) self-assessment tools.

## Member and Volunteer Support

SRCB provides ongoing support for all members and volunteers by delivering consistent supervision and mentoring. To foster a safe and continuous learning environment, SRCB will also create opportunities for reflective practice and open feedback, ensuring that members and volunteers feel confident and equipped to uphold their child safety responsibilities.

## Public Availability and Transparency

SRCB will ensure total transparency by publishing this policy on our website. Furthermore, SRCB will proactively communicate any future policy updates and formal review outcomes directly to all members, ensuring the entire community remains fully informed and aligned with current safeguarding standards

## Roles and Responsibilities

- **Committee Members:** provide leadership, oversight, and governance for child safety, approve and review policy, and support compliance with legal and organisational obligations.
- **Child Safety Officer/s:** coordinate implementation of child safety processes, act as a point of contact for concerns, and support reporting and response processes.
- **Members and volunteers:** uphold this policy and related procedures, behave in ways that support child safety, and report concerns promptly.
- **Parents, carers, and guardians:** support SRCB's child safe practices and encourage children to speak up about concerns.

## Supporting Documents

- Code of Conduct
- Incident Report Form
- Risk Assessment Template
- Complaint Handling or Reporting Procedure
- Child and Youth Risk Management Strategy