

CHILD PROTECTION POLICY

Child Safety Statement

We are committed to being a child safe organisation where every child and young person is respected, valued, and protected. Child safety is embedded in our culture, with clear standards of conduct, recruitment, ongoing training, and accessible processes for raising concerns. We actively listen to young people and ensure their safety, wellbeing, and dignity are always our highest priority.

1. Purpose :

The Gold Coast Eisteddfod is committed to providing a safe, inclusive and supportive environment for all children and young people who participate in our programs and events.

This policy outlines our commitment to child safety, wellbeing, and protection from harm, and the responsibilities of everyone involved in delivering our event.

2. Scope :

This policy applies to all:

- Board members
- Staff
- Volunteers
- Adjudicators
- Contractors and service providers
- Teachers, group leaders and chaperones
- Any person engaged with Gold Coast Eisteddfod activities

3. Our Commitment to Child Safety

Gold Coast Eisteddfod commits to:

- Creating a child safe culture that is open, inclusive and respectful
- Preventing harm and responding appropriately to concerns or allegations
- Listening to and respecting children's voices and rights
- Ensuring children of all backgrounds and abilities feel safe, valued and included
- Embedding child safety into planning, programming and operations

We have zero tolerance for child abuse or harm.

4. Guiding Principles:

We recognise that:

- Children have the right to feel safe and protected
- Every child is unique and valued
- Cultural safety and inclusion are essential
- Adults have a duty of care to children at all times

5. Acceptable Behaviour (Code of Conduct)

All personnel must:

- Treat children with respect, fairness and dignity
- Use positive and appropriate language
- Maintain professional boundaries
- Ensure interactions are observable and interruptible
- Follow event supervision and safety procedures
- Report any concerns immediately

6. Unacceptable Behaviour

The following behaviours are not permitted:

- Any form of physical, emotional or sexual abuse
- Bullying, intimidation or harassment
- Inappropriate language or comments about a child's appearance or ability
- Being alone with a child in an isolated or private space without supervision
- Contacting children via personal social media or messaging
- Taking images of children without proper consent

7. Recruitment, Screening and Training

Gold Coast Eisteddfod ensures that all personnel:

- Hold a current Working With Children Check (Blue Card – QLD) where required
- Undergo appropriate screening and reference checks
- Receive child safety briefing and expectations
- Are provided with access to this policy and related procedures

8. Changes to this Privacy Policy

- Children remain under the care of their parent, teacher or group leader unless otherwise specified
- GCE provides safe venues, clear signage and monitored environments
- Volunteers and staff will ensure safe movement between performance and waiting areas
- First aid and incident response procedures are in place at all venues

9. Responding to Concerns and Complaints

If a child is in immediate danger

Call 000 immediately.

Reporting Concerns

All concerns or disclosures must be reported to the GCE Staff immediately.

Reports may include:

- Suspicion or disclosure of abuse
- Inappropriate behaviour by an adult or child
- Breach of this policy or code of conduct

How we respond

Gold Coast Eisteddfod will:

- Take all concerns seriously and respectfully
- Record and document concerns appropriately
- Follow Queensland legal reporting obligations
- Maintain confidentiality and procedural fairness
- Support the child and family throughout the process

10. Use of Images and Media

Use of Images and Media

Photos or video of children will only be taken with appropriate consent. On entry all performers and groups agree and are required to advise GCE office if not applicable.

Images will be used respectfully and for GCE promotion only

No personal photography is permitted in change rooms or backstage areas

11. Online Safety

- Official communication will occur via approved GCE channels only
- No direct messaging between staff/volunteers and children
- Online content will be age-appropriate and respectful

12. Risk Management

Child safety risks are identified and managed through:

- Venue safety checks
- Supervision planning
- Clear signage and restricted areas
- Incident reporting processes
- Emergency procedures
- Risk Assessment Policies

13. Breaches of this Policy

Any breach of this policy may result in:

- Removal from duties or event
- Termination of engagement
- Referral to authorities where required

14. Review of Policy

This policy will be reviewed annually and updated in line with:

- Queensland legislation
- Child Safe Standards
- Sector best practice

15. Contact

Gold Coast Eisteddfod General Manager
Nicci Wilson. nicci@goldcoasteisteddfod.com.au