

Child Safety Policy for Tinker

1. Purpose and Scope Tinker is committed to providing a safe, inclusive, and supportive environment for children and young people. This Child Safety Policy outlines our commitment to child safety in compliance with Queensland child safety laws and standards, including the Child Protection Act 1999 (Qld), the National Principles for Child Safe Organisations, and other relevant legislative requirements. The policy applies to all employees, contractors, volunteers, and visitors (collectively referred to as “staff”) engaged with Tinker.

2. Statement of Commitment to Child Safety Tinker:

- Respects and values all children and young people and is committed to their safety, well-being, and participation.
 - Has zero tolerance for child abuse and neglect.
 - Actively works to protect children from harm and foster an environment where children’s rights are respected.
 - Encourages the empowerment of children by providing opportunities for them to express their views and participate in decisions affecting them.
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3. Child Safety Code of Conduct All staff at Tinker are expected to:

- Act in the best interests of children and young people.
- Promote the safety, welfare, and well-being of children at all times.
- Report any concerns, suspicions, or disclosures of harm to the appropriate authorities (as outlined in Section 5).
- Respect the cultural, religious, and personal identities of children and their families.
- Maintain appropriate professional boundaries and avoid behaviour that could be misconstrued as inappropriate.

Staff must not:

- Engage in any form of physical or emotional abuse, neglect, or sexual misconduct with children.
 - Use inappropriate language in the presence of children.
 - Develop close personal relationships with children outside their professional roles.
 - Share personal contact details with children, including phone numbers.
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4. Recruitment and Screening To ensure the safety of children, Tinker:

- Conducts thorough recruitment processes for all staff, including interviews, reference checks, and verifying qualifications.
 - Requires all staff to hold a current Working with Children Check (Blue Card) and ensures these are regularly updated.
 - Provides induction training that includes child safety awareness and the expectations outlined in this policy.
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5. Responding to and Reporting Child Safety Concerns Tinker is committed to responding to any allegations, suspicions, or concerns about child safety in a timely and appropriate manner.

Reporting Procedures:

- Any concerns must be immediately reported to the Studio Director.
- The Studio Director will determine the appropriate course of action, including notifying relevant authorities such as:
 - Queensland Police for suspected criminal conduct.
 - Child Safety Services (Department of Children, Youth Justice and Multicultural Affairs) for concerns about a child's safety and wellbeing.

Mandatory Reporting: Staff who are mandatory reporters (e.g., teachers, health professionals) must fulfill their legal obligations to report harm or risk of harm to the appropriate authorities.

6. Risk Management Tinker regularly assesses and mitigates risks to child safety in its operations. Risk management strategies include:

- Ensuring adequate supervision ratios during activities.
 - Conducting risk assessments for all events, programs, and excursions.
 - Maintaining safe physical and online environments.
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7. Empowering Children Tinker encourages children to actively participate in creating a safe and inclusive environment. This includes:

- Teaching children about their rights and personal safety.
 - Providing clear communication channels for children to voice concerns or provide feedback.
 - Respecting children's views in decisions affecting them.
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8. Privacy and Confidentiality All personal information related to child safety concerns will be handled in accordance with privacy laws and principles. Information will only be shared with relevant authorities or individuals as necessary to protect children and ensure compliance with legal obligations.

9. Training and Continuous Improvement Tinker:

- Provides ongoing training to staff on child safety and protection, including updates to legislation and best practices.
 - Regularly reviews and updates this policy to reflect changes in laws, standards, or organisational needs.
 - Conducts audits and seeks feedback to improve its child safety practices.
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10. Contact Information For questions or concerns about this policy, please contact: **Studio Director** Alexandria Lee Stalling

Phone: 0407 000 808

Email: create@tinkerart.com.au

For immediate concerns, contact:

- **Queensland Police:** 000 (emergency) or 131 444 (non-urgent matters)
 - **Child Safety Services:** 1800 177 135
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Policy Review This policy will be reviewed annually or as required to ensure its effectiveness and compliance with legislative requirements.

Approved by: Alexandria Lee Stalling Studio Director

Date: 16 December 2024