

Suzuki Music (Victoria) Child Safe Policy



This Child Safe Policy was approved by the Suzuki Music Council on May 15 2017, and endorsed by members at the annual general meeting. It is due to be reviewed on May 15 2019.

This policy was written to demonstrate the strong commitment to child safety of our staff, teachers and volunteers, and to provide an outline of the policies and practices we have developed to keep everyone safe from any harm, including abuse.

Commitment to child safety

All children who participate in activities organised by Suzuki Music (Victoria) have a right to feel and to be safe. The welfare of the children in our care will always be our first priority, and we have zero tolerance for child abuse. We aim to create a child safe and child friendly environment where children can feel safe, develop their musicianship, and enjoy being part of a nurturing musical community.

This policy was developed in collaboration with staff, volunteers and parents, on behalf of the children who use our services. It applies to all staff, volunteers, children and individuals involved in our organization.

Children's rights to safety and participation

Suzuki Music (Victoria) staff, teachers and volunteers encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We listen to and act on any concerns children, or their parents, raise with us. We make ourselves available to discuss issues with children and parents as they arise, and we actively seek feedback after Suzuki Music (Victoria) events.

Valuing diversity

We value diversity and do not tolerate any discriminatory practices. Embedded in the Suzuki philosophy is the understanding that every child has value and potential, regardless of their physical or intellectual capabilities, and regardless of their ethnicity or culture.

Suzuki Music (Victoria) is sensitive to the needs for cultural safety of Aboriginal children and their families, and of children from culturally and/or linguistically diverse backgrounds and their families. We welcome the participation of these groups in Suzuki events.

We also welcome children with a disability. Our teachers work with parents to determine the most appropriate programs for their children, and when planning events, we look creatively for ways to include them.

Recruiting staff and teachers

Suzuki Music (Victoria) applies the best practice standards in the recruitment and screening of staff and teachers. We interview and conduct referee checks on all staff and teachers, and require police checks and Working with Children Checks for relevant positions. Our commitment to Child Safety and our screening requirements are included in all advertisements.

Supporting staff and teachers

Suzuki Music (Victoria) seeks to attract and retain the best staff and teachers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and teachers, all of whom receive training on the requirements of the Code. This takes place during Teacher Training courses, and in the ongoing Professional Development sessions run by Suzuki Music (Victoria).

Reporting a child safety concern or complaint

The President and Vice President of Suzuki Music (Victoria) are the appointed Child Safety People whose specific responsibility it is to respond to any complaints made by staff, volunteers, parents or children.

All concerns and complaints are handled with sensitivity, and with confidentiality, insofar as this is possible.

Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur, and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

Reviewing this policy

This policy will be reviewed every two years, and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers.

Commented [TR1]: Consider on review including compulsory statement from Government Gazette "Fulfilling the roles and responsibilities contained in this procedure does not displace or discharge any other obligations that arise if a person reasonably believes that a child is at risk of child abuse."