

Child Safety Policy for Playcrafters Barn Theatre

Purpose:

The purpose of this Child Safety Policy is to create a safe, nurturing, and supportive environment for all children participating in activities at Playcrafters Barn Theatre. This policy commits to protecting children from harm, abuse, and exploitation.

Scope:

This policy applies to all members, volunteers, board members, and any individuals engaged in activities involving children at Playcrafters Barn Theatre, including workshops, rehearsals, performances, and events.

Definition of Child:

For this policy, a "child" is any individual under the age of 18.

Commitment to Child Safety:

Playcrafters Barn Theatre is dedicated to ensuring that:

1. The welfare of children is the primary consideration in all activities.
2. All staff and volunteers are trained in child safety practices.
3. Clear procedures are established for reporting and responding to any concerns regarding child safety.

Codes of Conduct:

1. Positive Relationships:

Staff and volunteers are expected to build positive, respectful, and appropriate relationships with children. Communication with children must be supportive, encouraging, and respectful.

2. Supervision:

Children must be adequately supervised at all times during activities. Adult-to-child ratios will be maintained based on activity requirements. A child is never to be 1 on 1 with an adult outside of their caregiver. They should be in clear view of others. Two adults must be with a non-related child at all times.

3. Respect Boundaries:

Physical contact should be limited and appropriate. Consent should be obtained, and children's personal space must be respected. Physical discipline of any kind is not allowed.

4. Safe Environment:

Ensure that all areas where children gather are safe and free from hazards. The equipment and materials used are age-appropriate and in good condition.

Reporting Concerns:

1. Identifying Concerns: The board of directors, members, show staff and volunteers must be vigilant in recognizing signs of abuse or neglect, including physical, emotional, and sexual abuse.

2. Reporting Procedures:

Any concerns regarding child safety must be reported immediately to the designated board member. Reports should be made verbally and followed up in writing as soon as possible with more than one person present.

3. Confidentiality:

All reports will be treated confidentially. Only those involved in the investigation will be informed of the details.

Response Plan:

1. Investigation:

All allegations or concerns will be taken seriously and investigated promptly and thoroughly. Investigations will be conducted with care to ensure confidentiality and the well-being of all parties involved.

2. Support for Children:

Support services should be provided for children who may need assistance due to concerns of abuse or neglect. Communication with the child's family may be necessary, pending the child's safety and well-being.

3. Disciplinary Action:

Any members or board members found guilty of misconduct or abuse will face immediate disciplinary action, which may include termination of membership and involvement with the theatre.

Training and Education:

All members and volunteers working with children will be required to undergo child safety training, including recognizing and preventing abuse, creating a safe environment, and understanding reporting procedures.

Screening and Recruitment:

All individuals engaging with children at Playcrafters Barn Theatre will be subject to background checks and vetting processes to ensure the safety of the children in our care. Including but not limited to directors, stage and crew members as well as board members.

Monitoring and Review:

This policy will be reviewed annually and updated as necessary to ensure compliance with legal standards and best practices concerning child safety.

Conclusion:

Playcrafters Barn Theatre is committed to protecting children and providing a safe environment where they can explore their creativity and talent. By adhering to this policy, we strive to ensure that all children can engage in theatre arts positively and safely.

Effective Date: January 1st, 2025

This Child Safety Policy is a living document. This policy will be reviewed and improved on an ongoing basis. Playcrafters Barn Theatre is committed to creating a safe, nurturing environment for all children involved in our theatre.