

Child Safe Code of Conduct Updated November 2025

Child Safe Code of Conduct

Applicable to all TDP programs

1. Purpose

The Talent Development Project (TDP) is committed to providing safe, inclusive and supportive environments for children and young people. This Code of Conduct outlines the behavioural standards expected of all staff, contractors, artists, volunteers and collaborators when working with participants under 18 years of age.

2. Scope

This Code applies to all TDP programs, including rehearsals, workshops, online sessions, live performances, touring activities and live music events.

3. Acceptable Conduct

All personnel must:

- Treat children and young people with respect, fairness and dignity
- Act as positive role models at all times
- Maintain professional boundaries
- Obtain appropriate consent for communication, photography and participation
- Follow venue supervision and safety requirements
- Report concerns, incidents or suspected harm immediately

4. Unacceptable Conduct

Personnel must not:

- Engage in inappropriate physical contact
- Use sexualised, discriminatory, or demeaning language
- Provide alcohol or prohibited substances to minors
- Be alone with a child in an unsupervised setting where avoidable
- Communicate privately with minors outside approved channels

- Share personal contact details without consent from guardians (where applicable)

5. Online Safety

- Online sessions must be conducted via approved platforms
- Where participants are under 18, guardians will be informed
- Sessions must be professional, recorded where appropriate, and moderated

6. Working With Children Checks

All TDP staff, contractors and artists engaged in child-related roles must hold a valid Working With Children Check (WWCC) and comply with NSW legislation.

7. Reporting and Complaints

Any concerns about child safety must be reported immediately to:

- TDP CEO / Child Safety Officer
- Venue management (if applicable)
- Relevant authorities if required under NSW law

TDP maintains a zero-tolerance approach to child abuse or misconduct.

8. Review

This Code of Conduct is reviewed annually and updated in accordance with NSW Child Safe Standards.