

Working With Vulnerable People Policy

Overview

1. This policy outlines the obligations that Canberra Dance Theatre (CDT) and its employees, contractors and volunteers have in relation to Working With Vulnerable People.

Working With Vulnerable People registration

2. Any CDT employee, contractor or volunteer who has regular, direct contact with participants of CDTribe classes must hold a current Australian Capital Territory (ACT) Working With Vulnerable People (WWVP) registration.
3. A valid WWVP registration must be held prior to commencing any engagement with CDTribe classes.
4. Alternatively, if a WWVP registration is not held, a valid Working with Children Check (WWCC) or equivalent from another state or territory must be held AND the person must not work or volunteer with CDT for more than 28 days in any 12-month period.
5. All CDT employees, contractors or volunteers within the scope of this policy are required to provide evidence of their current WWVP registration to CDT (i.e. a copy of their WWVP or WWCC card).
6. CDT will proactively notify Access Canberra of our current staff list and WWVP registrations to enhance safety practices protecting vulnerable people and to ensure our compliance with the WWVP scheme.

Background

7. The [Working with Vulnerable People \(Background Checking\) Act 2011](#) (ACT) defines 'vulnerable people' as children under the age of 18, or adults who experience disadvantage and access a regulated activity or service related to the disadvantage. CDTribe participants primarily meet this definition.
8. People with 'incidental contact' with vulnerable people, such as an administrative staff member managing bookings for a class, but who does not provide other direct services such as teaching, are not required to hold a WWVP (or WWCC) registration.
9. Other CDT classes may also engage individual dancers with a disability or who are under the age of 18, but those classes are not a regulated activity or service related to that disadvantage. Furthermore, the CDT Board currently considers CDT classes to be a comparatively low risk environment with constant movement and invigilation by teachers, dancers, carers, volunteers and staff. As a result, this policy does not require WWVP (or WWCC) registration for teachers, contractors or volunteers working with other CDT classes. If these factors change, then this policy should be revised.

Reporting obligations

10. Any adult, if they have a reasonable belief that a sexual offence has been committed against a child, must report this to the ACT Police as soon as reasonably practicable in accordance with section 66AA of the *Crimes Act 1900* (ACT).
11. Any adult may make a voluntary report to ACT Government Child and Youth Protection Services under the *Children and Young People Act 2008* (ACT), if they suspect a child is being abused, neglected, exposed to family violence or at risk of abuse or neglect.
12. CDT employees, contractors or volunteers are not mandated reporters under the *Children and Young People Act 2008* (ACT). The obligation to report suspected cases of child sexual abuse to the Police, or the ability to voluntarily report to Child and Youth Protection Services, is the same as for any other adult in the ACT.