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| **Example: Policy on Auditions and Casting** |
| ***[Organisation name]***  ***Policy on Auditions and Casting*** |
| *[Organisation name]* aims to ensure the **casting and** **audition process** for child performers (under 15 years) is a safe and positive experience by:   * informing parents (including carers or legal guardians) in the audition notice of relevant production details and how any concerning issues will be managed including:   + details regarding choreography, content, and involvement of potentially frightening or confusing elements (e.g. animals, pyrotechnics)   + details of how the potential negative effects of identified issues will be mitigated   + a statement that parents, carers or legal guardians are encouraged to discuss issues with children and express any concerns they may have with the relevant point of contact (e.g. supervisor, relevant management, Child Safety Officer) * allowing children to meet supervisors and employees in a friendly and unthreatening environment * having auditions conducted by appropriately experienced and screened employees * allowing children and parents, carers or legal guardians adequate time to discuss and raise any concerns they may have * avoiding the casting of children we believe might be being pushed past their limits by parents, carers, legal guardians or agents * notifying children of success or otherwise as soon as possible, and providing constructive feedback where possible * providing a positive audition experience for children that will build their confidence. |