



SPEAQ Forum 2025 – Child, Baby and Infant Policy

Introduction

SPEAQ approaches the inclusion of parents with babies and infants at our events from a feminist framework. This means prioritising the inclusion and rights of parents with babies and infants in learning and professional development opportunities, whilst ensuring that the experience of other delegates is not unreasonably impacted.

Scope

This policy covers the attendance of children at the SPEAQ Forum 2025, held in Brisbane 22-24 October 2025. Unaccompanied children may not attend SPEAQ events. Any questions or concerns, please contact the SPEAQ Secretary via secretariat@speaq.org.au.

1. Age of babies/infants

Due to the sensitive nature of information and discussions at our events and to negate adverse effects of this on infants, the age that babies and infants can accompany parents is 0 – 24 months old.

2. Feeding

Body/breast feeding of babies/infants during the event is deemed appropriate and may be necessary. Co-delegates are to be respectful of this in both communication and body language.

3. Notice of attendance and provisions planning

Delegates who intend to be accompanied by their baby/infant should provide SPEAQ event organisers with notice of intention to do so. This will ensure that:

- a) Venues can be requested to provide highchairs, porta cots and clear directions to available baby change areas for the parent
- b) Suitable separate venue areas for settling baby/infant can be identified prior to the event and this information conveyed to the parents
- c) Preferential seating next to space for baby bags, prams, strollers, set up for porta cots and close proximity to separate settling areas can be pre-allocated to the parent
- d) Photographers can be notified in advance of the attendance of baby/infant and parental preference regarding photography with their child can be negotiated and planned for
- e) Any additional requests or needs can be identified by the parent and addressed by the event organisers prior to the event

4. The event experience of delegates

Whilst providing equity of access to the learning experience of baby/infant accompanied delegates is a priority for SPEAQ this should not negate the learning experience of other delegates. SPEAQ respectfully request that:

- a) Parents have a plan to access time in the designated settling area should their baby/infant create noise to a level of disturbance that impacts other delegated ability to listen and participate in event presentations and discussions.
- b) All delegates are respectful and demonstrate a welcoming environment for the experience of the parent with baby/infant
- c) All delegates are mindful of interactions with parent/baby/infant which are unrelated to event content that may be distracting to the parent or other delegates
- d) SPEAQ Prohibit the use of personal equipment for taking pictures of children

5. Parental responsibilities

SPEAQ will do their utmost within reasonable effort to ensure that events are suitable, welcoming and flexible to the needs of parents accompanied by babies/infants, however:

- a) The parent is responsible for care and safety of their child at all times. Care of the child is not the responsibility of SPEAQ members or other delegates
- b) Parents must provide two emergency contacts in the event that the attending parent experiences a medical emergency or sudden health issue

6. Child related suitability status of delegates

Registrants and attendees at SPEAQ events are not screened for any suitability checks.

- a) SPEAQ hold no responsibility for the Blue Card (suitability to work with children) status
- b) SPEAQ hold no responsibility for the criminal history status of delegates.