



Child Safe Policy

Policy Statement

Ensuring the safety and protection of children and young people is a crucial aspect of safeguarding and enhancing the quality of life for those with disabilities. When delivering support and services through the National Disability Insurance Scheme (NDIS), staff members are uniquely positioned to recognise and address the specific needs and vulnerabilities of children and young people with disabilities. Everyone is responsible for prioritising the well-being and security of the individuals with whom they come into contact and promptly reporting any concerns about a child or young person who may be at risk of significant harm.

This policy applies to all sites and services involved in providing support to children and young people.

This policy applies to all representatives involved in providing services for children and young people, including key management personnel, directors, full-time employees, part-time employees, casual employees, contractors, and volunteers.

Child Safe Commitment

- Maintain professional and courteous relationships with children and their families;
- Ensure that services are provided that do not exploit or abuse our position;
- Listen to the perspectives of children and young people, value their opinions, and actively engage them;
- Consider the perspective of others when making decisions, especially those that will directly affect others;
- Respect the rights, background, culture, and beliefs of children and young people;
- Comply with all applicable federal, state, or local laws that protect children and young people;

- Follow any mandatory reporting requirements for children or young people suspected to be at risk of significant harm;
- Report any concerning staff conduct towards children or young people, including any suspected risk of significant harm to a child, to the key management personnel;
- Safeguard children and young people at all times and do not place them at risk of abuse or condone unsafe behaviour;
- Use language appropriate for the age and understanding of the child or young person;
- Avoid engaging in conversations that are unclear, inappropriate for one's age, or include references to sex, discrimination, or violence;
- Avoid any actions or words intended to threaten, intimidate, shame, humiliate, belittle, embarrass, or degrade children or young people; and,
- Employees must not use illegal drugs or alcohol before or during work or provide them to minors under our care and not smoke whilst on duty.

Definitions:

Term	Description
Child	Anyone under the age of 16 years old
Reasonable Grounds	Defined by: <ul style="list-style-type: none"> • First-hand observations of the child, young person or family • What the child, young person, parent or another person has disclosed • What can reasonably be inferred based on professional training and experience
Significant Harm	Any case where there is reasonable grounds to suspect a child or young person is experiencing or has experienced: <ul style="list-style-type: none"> • Physical abuse; • Sexual abuse; • Neglect, including supervision, physical shelter/environment, food, medical care, mental health care, and education; • Problematic sexual behaviour; • Psychological harm; and, • Relinquishing care.
Young Person	A person over the age of 16 years old but under 18 years old

Recruitment Ethos

Our commitment to maintaining high standards in our recruitment process includes rigorous and consistent worker screening and selection procedures.

Communication of child safe policy

When new staff, volunteers, or clients under the age of 18 and their families join our organisation, we will ensure a thorough discussion about our policies. We believe that it is essential for everyone involved to be aware of and fully understand the rules and expectations that guide our operations.

Breach of Child Safe Policy

Failure to disclose – Any adult in Australia with a reasonable belief that another adult has committed a sexual offence against a child is obligated to report this information to the police.

Failure to protect – Key management personnel will commit an offence if they are aware of a significant risk of child sexual abuse and have the authority or responsibility to reduce or eliminate the risk but negligently fail to do so.

A breach of this policy may result in disciplinary action. A severe breach may be considered a criminal offence under relevant legislation.

Approval

This policy has been approved by the management of Striving Ability Support Pty Ltd and is effective as of 19 August 2024.

Striving Ability Support Pty Ltd
Level 1, Suite 1, 144 – 148 High Street, Wodonga VIC 3690
0449 277 766
jackie@strivingability.com.au