

**Child Protection Policy**

The Approved Provider, Nominated Supervisor, employees, volunteers and students will:

- be trained in their child protection obligations so they can confidently
 - identify indicators of abuse
 - manage disclosures or suspicions of abuse/neglect
 - report abuse/neglect to relevant authorities including any made involving employees, volunteers, students
 - prepare accurate records to assist investigations and store them securely
- always take anything a child says seriously and follow up their concerns
- maintain the confidentiality of all parties involved in an investigation
- keep their child protection clearance current (eg working with children check) unless exempted under the law.

Child Safe Policy NSW Only

Our Service commits to an environment and practices which are consistent with the NSW Child Safe Standards:

1. Child safety is embedded in organisational leadership, governance and culture
2. Children participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved
4. Equity is upheld and diverse needs are taken into account
5. People working with children are suitable and supported
6. Processes to respond to complaints of child abuse (or other concerns) are child-focused
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training

8. Physical and online environments minimise the opportunity for abuse or other kinds of harm to occur
9. Implementation of the Child Safe Standards is continuously reviewed and improved
10. Policies and procedures document how the organisation is child safe

The Policy outlines how we support the Standards, including through many of our other Policies and procedures.

Child Safe Policy VIC Only

Our Service commits to an environment and practices which are consistent with the VIC Child Safe Standards:

1. Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued
2. Child safety and wellbeing is embedded in organisational leadership, governance and culture
3. Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously
4. Families and communities are informed, and involved in promoting child safety and wellbeing
5. Equity is upheld and diverse needs respected in policy and practice
6. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
7. Processes for complaints and concerns are child-focused
8. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
9. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed
10. Implementation of the Child Safe Standards is regularly reviewed and improved

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11. Policies and procedures document how the organisation is safe for children and young people. The Policy outlines how we support the Standards, including through many of our other Policies and procedures.

Child Safe Policy (all except NSW & VIC)

Our Service commits to an environment and practices which are consistent with the National Child Safe Principles:

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture
2. Children are informed about their rights, participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved in promoting child safety and wellbeing
4. Equity is upheld and diverse needs respected in policy and practice

5. People working with children are suitable and supported to reflect child safety and wellbeing values in practice
6. Processes for complaints and concerns are child-focused
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children safe through ongoing education and training
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children to be harmed
9. Implementation of the national child safe principles is regularly reviewed and improved
10. Policies and procedures document how the organisation is child safe

The Policy outlines how we support the Principles, including through many of our other Policies and procedures.

Do you have any feedback or comments about this policy? Please include below.

Educator's Name	Educator's Signature

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