



Breakaway
Youth

CHILD SAFE POLICY
2020



CHILD SAFE POLICY

Objective:

The 'Child Safe Standards (Vic)' require organisations that provide services or facilities for children to have a child safe policy or a statement of commitment to child safety.

This policy provides an overarching document that provides an overview of key elements of Breakaway Youth's approach to child safety.

This policy and related Child Protection Procedures are intended to ensure that all children who Breakaway Youth have contact with or are provided services for, are safe and empowered. Breakaway seeks to involve our young people when making decisions that directly affect them. Breakaway will genuinely listen to them and respect their views and opinions.

Definitions:

- » "Breakaway Youth " is the trading name for Breakaway Camps Inc.
- » "Child abuse" is any significant conduct towards a child that is or may be detrimental to that child's physical, mental or emotional wellbeing, and includes neglect of the child.
- » "Child" or "children" are persons under the age of 18 years at the time of the alleged abuse.
- » "CPL" is the relevant state/territory children's protection legislation
- » "Employer organisation" is Breakaway Youth which employs the worker.
- » "Mandatory reporting" is the Victoria reporting/notification legislation.
- » "Member organisation" is the relevant organisation.
- » "Reasonable suspicion" (and including related phrases) is a slight opinion based on some credible evidence which is more than speculation, but less than a positive belief.
- » "Victim" is a child who is reasonably suspected of being subject to child abuse.
- » "Worker" is the employee or

volunteer of Breakaway who is involved in the work of Breakaway to children.

- » "WWCC"- is the Working with Children Check

Commitment to Child Safety:

Breakaway Youth is committed to child safety. This means that:

- » • We believe all children and young people have a right to be safe, happy and empowered. We respect, listen to and support all children connected with Breakaway.
- » • We support zero tolerance of child abuse
- » • We will treat all allegations and safety concerns with the highest priority, immediacy and seriousness in accordance with our policies and procedures.
- » • We adhere to our legal, moral and ethical obligations to contact relevant authorities in event of allegations of abuse or if we have concerns about a child's safety
- » • We will work to prevent child abuse by early risk identification and the removal or reduction of these risks
- » • We promote cultural safety of Aboriginal children, cultural safety of children from culturally and/or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- » • We will provide specialised and regular training for workers on child safety, including child abuse indicators and risks

Scope:

This policy informs all levels of the organisation, including Committee of Management, Management, staff, volunteers and visitors on how to behave with children who have contact with Breakaway. This policy also serves as a guide as to how these children will be safe, protected, heard and respected.

Staff and Volunteer Knowledge and Awareness of Child Safety:

Breakaway believes that child safety is everyone's responsibility and support this by providing child safe information to all workers.

Breakaway takes all reasonable steps to employ highly skilled people to work with children. Breakaway takes all reasonable steps to employ people who will be safe with children and have a strong commitment to children's wellbeing and happiness.

All people employed or volunteering at Breakaway are required to hold a Working with Children Check. Employees and volunteers are required to update their connection to Breakaway as part of the induction process.

Breakaway will also carry out police record checks to help ensure we are not employing people who could impose a risk to children's safety. These checks to be renewed every two years.

Breakaway will conduct reference checks on all new employees or volunteers to check applicants past employment history is consistent with our commitment to child safety.

All staff and volunteers must sign and agree to uphold Breakaway Youth Code of Conduct and Child Protection Policy & Procedures, which include standards of conduct when working with children as part of Induction.

Information is provided for staff to ensure that they understand and are up to date with legislative responsibilities. Specific training will be undertaken on annual leaders camp on Child Safe to reinforce child safe practices. New legislation will be provided to staff at staff and leaders meetings as required.

Child Safe Contact:

Breakaway will appoint a staff member to be the Child Safe Contact. The Child Safe Contact will be provided the training and resources to enable them to provide advice, support and advocate for young people in relation to issues of child abuse, complaints and allegations.

The Child Safe Contact is also the contact point for any concerns relating to the conduct or actions of anyone associated with Breakaway.

The Child Safe Contact will also act as a resource, guide and trainer for staff to ensure application of correct procedure when dealing with concerns of child abuse, allegations, complaints and identifying any potential risks to child safety.

Child Safe Contact will also maintain records on the 'Safety Management Online (SMO)' online database and review WWCC and Police Check expiry dates.

Allegations, Concerns and Complaints:

Breakaway takes all allegations and complaints seriously and has practices and procedures in place to investigate these thoroughly and quickly. Breakaway will record all allegations of abuse, complaints and safety concerns and also record all investigation updates.

Breakaway will ensure all children, families staff and volunteers know what to do and who to tell if they observe abuse or are a victim, and if they notice inappropriate behaviour.

Breakaway recognises it has a responsibility, moral and legislated to report an allegation of abuse if we have a reasonable belief that an incident has taken place. Our staff and volunteers are trained to understand the different categories of child abuse and how to recognise possible physical and behavioural indicators.

If an allegation of abuse or a safety concern is raised, Breakaway will provide updates to children and families on progress and any actions Breakaway has taken as an organisation.

The safety and wellbeing of children is our primary concern. Breakaway also is fair and just in actions with workers. Breakaway decisions will always be thorough, transparent and evidence based.

Risk Management:

Breakaway will protect children when a risk is identified in addition to general health and safety risks and organisational risks. Breakaway have management strategies in place to identify, assess and take steps to minimize child abuse risks, which include risks posed by physical environments and online environments

Privacy:

All personnel information considered or recorded will respect the privacy of the individual's involved, whether they are staff, volunteers, parents or children, unless there is a risk to someone's safety. Breakaway has policies and practices in place to ensure any personnel information is protected.

Policy Review:

This policy will be regularly reviewed, particularly following any significant event should they occur.





(03) 9471 1877

www.breakawayyouth.org.au

info@breakawayyouth.org.au



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