

Safeguarding Children and Young People Policy Position

Purpose

This policy sets out Anglicare Southern Queensland's (Anglicare) position and commitment to maintaining a Child Safe Organisational culture where a child's safety is prioritised, intentionally promoted and protected, and establishes the foundation for procedures that are people, place and practice safe and prevent abuse and harm. This policy documents the principles, and legal and regulatory responsibilities.

Position

To outline the requirements for all employees and other persons to follow when dealing with children in any environment within Anglicare. Anglicare is committed to an organisational culture that values all children, intentionally promotes children's safety and wellbeing and actively prevents harm by taking responsibility to address risks of harm and events of abuse in the best interests of children. Anglicare employees and other persons will demonstrate practice and behaviours consistent with organisation values, Code of Conduct, policies and procedures. Child safety is a shared responsibility.

Principles

National Principles for Child Safe Organisations

The Principles for Child Safe Organisations provide a nationally consistent guide to what is considered a safe organisation for children and subsequently a provider of choice to the community. Anglicare is committed to having policies, procedures and practices that adhere to the National Principles for Child Safe Organisations and oversight of this commitment embedded in the organisation's governance structure.

The National Principles are:

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture.
2. Children and young people 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 and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6. Processes to respond to complaints and concerns are child focused.
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people 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 safe for children and young people.

Statement of Commitment

Anglicare has a public Statement of Commitment to the Safety of Children endorsed by the Community Services Commission (CSC) and displayed on the Anglicare public website, on the intranet and at all Anglicare physical sites.

Valuing Children

Anglicare values all children and considers that every child has the right to be safe. Anglicare demonstrates its valuing of children by:

- providing a safe environment in which children's rights, needs and interest are met
- actively encouraging participation and feedback and engaging with the voice of the child
- ensuring the rights of children and young people are upheld over the interests of any other individual or the organisation
- including children and young people in decisions that affect them in developmentally and age-appropriate ways.

Anglicare recognises that as a provider of care and support to the community it plays a critical role in promoting and ensuring the safety of children, and that this is a responsibility shared by all employees, clients and other persons.

Upholding Children's rights

Anglicare designs and delivers its business and services with a focus on the human rights of children. This is informed by the Human Rights Act 2019 (Qld), the United Nations International Convention on the Rights of the Child 1989, Child Protection Act 1999 (Qld) and the Charter of Rights for a Child in Care (Child Protection Act 1999 (Qld) s74).

Preventing harm

Anglicare commits to building and strengthening its capacity to keep children from being harmed by:

- maintaining contemporary evidence-base practice and continuous improvement cycle that informs what the organisation knows will work to safeguard children and young people
- designing, building and implementing its organisational (physical and online) environments and ways of working to keep children safe
- ensuring employees, clients and other persons have adequate knowledge, skills, resources, support and confidence to fulfil the requirements of their role while promoting and maintaining the safety of children
- identifying and mitigating risks to children's physical, psychological, emotional, spiritual and cultural safety that exist across all of Anglicare.

Responding to risks of harm and suspected events of abuse related to children (including mandatory reporting)

Child Safety is part of Anglicare's overall risk management framework. Anglicare acknowledges that identification of harm or abuse of children can occur in a number of different ways, including employees, clients and volunteers identifying risk factors, witnessing an event, recognising indicators of harm, receiving reports from third parties and self-disclosures from children. Anglicare has systems to receive, and respond to, allegations of child harm and abuse aimed at re-establishing the safety of children as quickly as possible and reducing the risk of future harm occurring to any child.

Under the **Child Protection Act 1999 (Qld)**, it is a mandatory requirement for any person in a position of charge or power to report any suspected instances of abuse and follow the reporting abuse procedures.

Regardless of position, Anglicare requires all employees, clients and other persons to report any concern they have of risks or suspected incidents of child harm and abuse by following reporting procedures.

Definitions

Term	Definition
Abuse	There are four different types of child abuse: physical abuse; sexual abuse; emotional abuse and neglect. Child abuse can be a single incident or can be a number of different incidents that take place over time.
Child	A child is an individual under 18 years.
Harm	Any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing (section 9 of the Child Protection Act 1999 (Qld)).

Related documents

Term	Definition
Legislation/standards	<ul style="list-style-type: none"> • Child Protection Act 1999 (Qld) • Civil Liability Act 2003 (Qld) • Criminal Code (Qld) • Family and Child Commission Act 2014 (Qld) • Guardianship and Administration Act 2000 (Qld) • Human Rights Act 2019 (Qld) • Human Services Quality Standards • ISO/IEC Guide 50:2014 Safety aspects — Guidelines for child safety in standards and other specifications • Public Guardian Act 2014 (Qld) • Working with Children (Risk Management and Screening) Act 2000 (Qld) • Working with Children (Risk Management and Screening) Regulations 2020 (Qld) • Youth Justice Act 1992 (Qld)
Other	<ul style="list-style-type: none"> • Anglicare Child Safety and Wellbeing Commitment Statement • Australian Human Rights Commission (AHRC) • Child Safe Organisations National Principles • Queensland Human Rights Commission