

**Policy Area: Risk**

**Policy Number: R2**

<b>Policy Name:</b>	<b>Child Safe</b>
Approved	September 2021
Last Review Date	September 2021
Next Review Date:	September 2023
Who is responsible for the policy?	Executive Director
What is the purpose of the policy?	<p>The purpose of this policy is to:</p> <ol style="list-style-type: none"> <li>1. Work towards an organisational culture safety of children.</li> <li>2. Facilitate the prevention of child abuse by ensuring that: <ul style="list-style-type: none"> <li>• all team members<sup>1</sup> are aware of their responsibilities in: <ul style="list-style-type: none"> <li>- identifying possible circumstances when child abuse may occur;</li> <li>- establishing controls and procedures for preventing and/or detecting such abuse should it occurs; and</li> </ul> </li> <li>• team members are advised they are absolutely forbidden from committing any form of child abuse.</li> </ul> </li> <li>3. Provide guidance to Global Interaction as to action that must be taken where they suspect any abuse within, or outside, the organisation.</li> <li>4. Ensure that all known cases of actual or suspected abuse are reported and fully investigated.</li> <li>5. Set out Global Interaction’s commitment and approach to creating a child safe organisation, and ensure this policy and the noted practices are acknowledged, consistent with and continue to reflect the: <ul style="list-style-type: none"> <li>• National Principles for Child Safe Organisations;</li> <li>• Australian Baptist Response to Working with Children and Youth;</li> <li>• The ACNC External Conduct Standards</li> </ul>                     Whichever is applicable; and each State/Territory’s child safe and child protection standards and procedures. </li> </ol>
Who does the policy apply to?	All organisation
How will it be implemented? [Procedures & Processes]	<p>Global Interaction is committed to promoting and protecting the best interests of children involved in its programs:</p> <ul style="list-style-type: none"> <li>• All are encouraged to live and serve with others in ways that honour God whilst maintaining a child-safe environment;</li> <li>• Global Interaction will actively continue towards listening and empowering children to ensure protection from abuse;</li> <li>• All children, regardless of their gender, race, religious beliefs, age, capabilities, sexual orientation, family or social background, have equal rights to protection from all types of harm or abuse; and</li> <li>• Additional tailored approaches may be required for those children who are particularly at risk due to the impact of previous experience(s), level of dependency, communication needs or other issues – this includes, but</li> </ul>

<sup>1</sup> An employee, board member, intercultural workers, contractors, volunteer or representative

	<p>is not limited to, children with a disability, those of an indigenous background, and those who are culturally and/or linguistically diverse. Global Interaction values the diverse cultural traditions that influence the approach taken to child raising and parenting:</p> <ul style="list-style-type: none"> <li>• Global Interaction workers must be culturally sensitive whilst adhering to this policy and, as applicable, Australian legislation or the legislation of the country of service; and</li> <li>• While we value diversity, we do not tolerate discrimination in our words or practices.</li> </ul> <p>Global Interaction has zero tolerance of child abuse:</p> <ul style="list-style-type: none"> <li>• Team members are responsible for the care and protection of the children in our care;</li> <li>• We require prompt reporting of alleged child abuse. We aim to manage all allegations of child abuse sensitively and expeditiously. Our recruitment processes will support child-safe environments; and</li> <li>• Child protection is a shared responsibility between team members.</li> </ul> <p>Global Interaction encourages children to express their views and give suggestions:</p> <ul style="list-style-type: none"> <li>• Global Interaction supports and respects all children;</li> <li>• We will listen to and act on concerns related to safety or wellbeing that children or , their parents, family, guardians, or other people raise with us;</li> <li>• We recognise the importance of teaching and informing children and of the actions they can take if they feel unsafe, threatened, or upset by the behaviour of adults or other children.</li> </ul> <p>The policy will be implemented using the procedural implementation guide, R3a – Child Safe Guide and R3b - Police and Working With Children Check Requirements.</p>
<p>Related or attached documents</p>	<p>R2a – Child Safe Policy Guide R2b – Police and Working With Children Check Requirements</p>