

Policy Area: Risk

Policy Number: R2

Policy Name:	Child Safe
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"> 1. Work towards an organisational culture safety of children. 2. Facilitate the prevention of child abuse by ensuring that: <ul style="list-style-type: none"> • all team members¹ are aware of their responsibilities in: <ul style="list-style-type: none"> - identifying possible circumstances when child abuse may occur; - establishing controls and procedures for preventing and/or detecting such abuse should it occurs; and • team members are advised they are absolutely forbidden from committing any form of child abuse. 3. Provide guidance to Global Interaction as to action that must be taken where they suspect any abuse within, or outside, the organisation. 4. Ensure that all known cases of actual or suspected abuse are reported and fully investigated. 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"> • National Principles for Child Safe Organisations; • Australian Baptist Response to Working with Children and Youth; • The ACNC External Conduct Standards Whichever is applicable; and each State/Territory's child safe and child protection standards and procedures.
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"> • All are encouraged to live and serve with others in ways that honour God whilst maintaining a child-safe environment; • Global Interaction will actively continue towards listening and empowering children to ensure protection from abuse; • 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 • 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

¹ 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"> • 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 • While we value diversity, we do not tolerate discrimination in our words or practices. <p>Global Interaction has zero tolerance of child abuse:</p> <ul style="list-style-type: none"> • Team members are responsible for the care and protection of the children in our care; • 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 • Child protection is a shared responsibility between team members. <p>Global Interaction encourages children to express their views and give suggestions:</p> <ul style="list-style-type: none"> • Global Interaction supports and respects all children; • 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; • 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. <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>