

Child and Youth Strategy

Child safety and wellbeing policies and procedures

Committed leadership, overnance and culture

Children and young people are safe, informed and actively participate in the organisation

Regular improvement

Safe physical and online environments

Children and young people who work with SUFY are safe, happy and engaged

Families and communities involved in safety settings

Equity upheld and diversity respected

education and training

Effective complaints management ecruitment and screening

#### **SUFY is a Child Safe Organisation**

SUFY is committed to ensuring the safety and wellbeing of children and young people

SUFY has zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently as per our policies and procedures. In line with our legal and moral obligations to children and young people, and along with our professional judgement we will contact relevant authorities when we are concerned about a child's safety.

Children and young people who engage with SUFY will be informed about their rights and have the opportunity to participate in decisions affecting them.

SUFY is committed to preventing child abuse and identifying risks early, and removing and reducing these risks as per our Risk Management Policy and Procedure.

SUFY is committed to safe recruitment procedures, and regularly training and educating our staff on child abuse risks.

SUFY is committed to providing a culturally safe environment for Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, and to providing a safe and accessible environment for children with a disability.

SUFY has specific policies, procedures and training in place that support our staff to achieve these commitments.

SUFY's Contact Officer for all Child Safety & Wellbeing matters is: Kelly Beckitt - Manager sufy@sufy.org.au (07) 3255 1244

#### **Child and Young Person Charter of Commitment**

SUFY defends the rights of children and young people with disability through individual advocacy to promote and defend their rights, needs and interests. We do this by:

#### The best interests of the child

- Respecting the invididual identities of children and young people.
- Keeping the bests interests of the child or young person as the paramount consideration in terms of SUFY's thoughts, actions, decisions and behaviour.

#### **Capacity and development**

- Respecting the evolving capacity of children and young people with a disability.
- •Helping children and young people to not only survive but thrive, advocating for access to the services and supports that they need at the time when they need it.

#### **Non-discrimination**

- •Supporting children and young people to live in an inclusive community where they can achieve their full potential.
- •Supporting children and young people to live in a community where they have the same rights and opportunities as everyone else.

#### Child and young person participation

- Giving children and young people a voice in decisions that effect them.
- •Supporting children and young people the opportunity to exercise their rights encouraging them to selfadvocate where possible or advocate on their behalf.

#### What this means for YOU:

- Section 3 We care about YOU
- We will ask you what you think, and what you want to do
  - ් We will listen to you
  - Ve will give you information
  - ${\scriptstyle {}^{\triangleleft}{}}$  We will advocate to help keep you safe
- We will advocate to help you have the things that you need
  - We will help you talk to people or services
  - We can talk to people or services for you
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- We will advocate for all children and young people with disability to make positive changes with key decision makers

# Code of Conduct

- The Code of Conduct outlines the expected behaviour of staff, volunteers, students, and committee members when interacting with children and young people.
- The Code of Conduct applies to all staff, volunteers, students, and committee members at all times in their role at SUFY, or when representing SUFY at events.
- SUFY's policies and procedures prescribe further obligations and responsibilities for staff, volunteers, students, and committee members when working for SUFY.



## Recruitment, selection, training and management

- Written procedures for recruiting, selecting, training, and managing staff, volunteers, students, and committee members at SUFY.
- Position descriptions that outline the requirements of each role at SUFY.
- Working With Children Checks (Blue Card)
- Training for SUFY's policies and procedures related to Child Safe
  Organisations, including roles and responsibilities when working with children and young people, Child Safety & Wellbeing, and Risk Management.



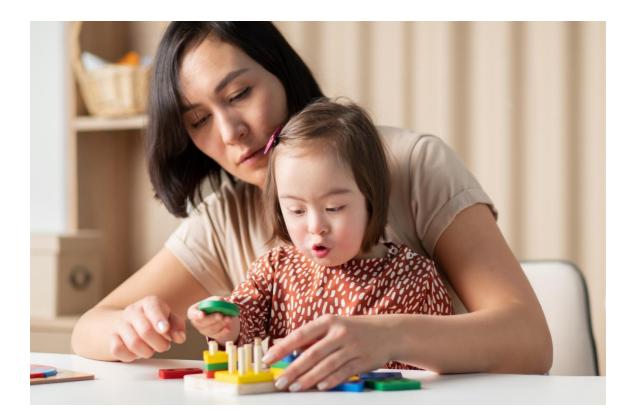
# Handling disclosures or suspicions of harm

- SUFY's Child Safety and Wellbeing policy and procedure.
- Reporting guidelines for staff, including the Act for Kids Child Protection Toolkit, Reporting a Disclosure of Harm Form, and Regulated Restrictive Practices for Children and Young People with Disability.
- Information Sharing policy and procedures, including guidelines for information sharing with Child Safety.
- SUFY's policies and procedures prescribe further obligations and responsibilities for staff, volunteers, students, and committee members when there are concerns about harm or risk of harm to an individual by a person working for SUFY.



# Managing breaches of your risk management strategy

- SUFY's policies and procedures prescribe the complaints and grievance policies and procedures for staff, volunteers, students, and committee members when working for SUFY. Breaches of the risk management strategy will be managed in accordance with these policies and procedures.
- Breaches of the risk management strategy may also relate to the Code of Conduct for all staff, volunteers, students, and committee members.



# Risk Mangagement Plans for high risk activities, events and programs

- SUFY has a clear Working with individuals Risk Management policy and procedure, alongside a Risk Management Plan for all individuals when engaging with high-risk activities, events, and general programs.
- SUFY's policies and procedures prescribe further obligations and responsibilities for staff, volunteers, students, and committee members when working with individuals at SUFY.



# Compliance with the Blue Card system

- SUFY has outlined policies and procedures for managing compliance with the Blue Card system. SUFY has a strict no card, no start policy for all members of staff, volunteers, students, and committee members.
- SUFY's policies and procedures prescribe further obligations and responsibilities for staff, volunteers, students, and committee members when working for SUFY in order to comply with the Blue Card system.



## Communication and Support

- All staff, volunteers, students, and committee members working for SUFY must complete the Child Safe Organisation training, so they are aware of their role and responsibilities to children and young people. Additional training related to child safety and wellbeing will be provided to staff on an annual basis.
- SUFY's policy and procedure register lists all relevant policies and procedures when working for SUFY.
- SUFY's policies and procedures communicate other obligations and responsibilities for staff, volunteers, students, and committee members when working for SUFY, or requiring ongoing support.

