

# Child Safety Policy

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## Purpose

The purpose of this policy is to articulate Endeavour Foundation Group’s strong commitment to creating and maintaining a child safe organisation. As part of our organisational commitment to inclusive practices, Endeavour Foundation Group embeds the protection of children and preventing and responding to child abuse, in its everyday thinking and practice. Endeavour Foundation Group’s objective is to be recognised as a child safe organisation and for maintaining child safe and child friendly environments.

## Scope

This policy applies to all persons working for or on behalf of Endeavour Foundation Group, in any capacity, including directors, officers, employees, employees who receive support, parents/carers, children/young people, volunteers, contractors, consultants and any other third-party representative.

## Policy

This policy communicates Endeavour Foundation Group’s commitment to protecting children and young people. Endeavour Foundation Group is committed to the safety and wellbeing of all children and young people accessing our services and the welfare of children in our care. We are committed to developing environments where all children are valued, feel safe and are safe from harm.

All children or young people who attend services, programs, and events delivered by, and spaces Endeavour Foundation Group owns or manages, have the right to feel and to be safe from harm. The wellbeing and safety of children and young people in our care will always be our priority.

Endeavour Foundation Group recognises the following expectations:

- We have no tolerance for the abuse, neglect or exploitation of children and young people.
- We listen to and empower children and young people.
- We have systems to protect children from abuse, neglect, and exploit, and will take all allegations and concerns very seriously and respond to them consistently in line with Endeavour Foundation Group’s policies and procedures.
- We are committed to promoting cultural safety for children from Aboriginal and Torres Strait Islander and other culturally and/or linguistically diverse backgrounds.
- We are committed to providing a safe environment for children with disability in all its forms.

Version No: 01	Printed copies of this document may no longer be current unless indicated as a CONTROLLED copy. Always check electronic version for currency.	Page 1 of 3
Version Date: 31/07/2023		Review Date: 31/07/2024



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### Principles

Endeavour Foundation Group adopts the following National Child Safety Principles in their entirety:

- Child safety is embedded in Endeavour Foundation Group’s leadership, governance, and culture.
- Children and young people are informed about their rights, participate in decisions affecting them, and are taken seriously.
- Families and communities are informed and involved in promoting child safety and wellbeing.
- Equity is upheld and diverse needs are respected in policy and practice.
- People working with children and young people have the necessary skills, training and clearances and are supported to reflect child safety and wellbeing values in practice.
- Processes to respond to complaints of child sexual abuse are child focused.
- Endeavour Foundation Group employees are equipped with the knowledge, skills, and awareness to keep children safe through continual education and training.
- Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- Implementation of the Child Safe Standards is continuously reviewed and improved.
- Policies and procedures document how the organisation is safe for children and young people.

Version No: 01	Printed copies of this document may no longer be current unless indicated as a CONTROLLED copy. Always check electronic version for currency.	Page 2 of 3
Version Date: 31/07/2023		Review Date: 31/07/2024



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### Document Information

<b>Department</b>	Legal and Governance
<b>Portfolio</b>	Risk, Assurance and Quality
<b>Document EGM</b>	Darryn Hammond, EGM Legal and Governance
<b>Document owner</b>	Ian Bowyer, Head of Risk, Assurance and Quality
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<b>Rationale for change/s (legislative, review due etc)</b>	N/A
<b>Action/s required</b>	N/A
<b>Classification</b>	In-confidence

### Document Amendment History

<b>Version</b>	<b>Date</b>	<b>Section(s) amended</b>	<b>Summary of amendment</b>
01	31/07/2023	N/A	New Policy