



## CHILD SAFE POLICY

### POLICY INTENT

To provide a clear framework of responsibility for the safety of all children, including Aboriginal, culturally and/ or linguistically diverse, or those with a disability, who may come within the bounds of the agency or the agency's work.

### POLICY STATEMENT

UMFC maintains all relationships and undertakes all agency activities based on our values of *Participation, Respect, Excellence, Justice and Honesty*.

UMFC has zero tolerance for child abuse. All children and young people who access UMFC services have a right to feel and be safe, and to be treated with respect. We are committed to promoting Aboriginal cultural safety, culturally and/or linguistically diverse cultural safety, and the safety of children with a disability. We are committed to providing a welcoming and safe environment, and working towards the best interests of children and young people at all times.

### POLICY RESPONSIBILITIES

Management will embed an organisational culture of child safety by ensuring:

- child safety is a core element of public and internal messaging
- processes exist to prioritise child safety and promote shared responsibility
- recruitment processes select appropriate staff and volunteers
- staff, carers, and volunteers are trained in child safety, and understand and practice appropriate behaviour, including with Aboriginal children, culturally and/or linguistically diverse children and children with a disability
- the requirements of the reportable conduct scheme are met
- that if an allegation of abuse concerns an Aboriginal child, culturally and/or linguistically diverse child or child with a disability, particular measures will be taken to support the child

Staff, volunteers, and carers will:

- behave appropriately with children as articulated in the Code of Conduct
- demonstrate safe behaviour and relationships with Aboriginal children, culturally and/or linguistically diverse children, and children with a disability
- be aware of actions they should take in the event of an incident or allegation, including the type of contact that should be reported, who is responsible for reporting, and to whom the report should be made

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