

# Child Safety and Wellbeing Policy

## United Nations Convention on the Rights of Persons with Disabilities

*Article 5 – Equality and non-discrimination, Article 7 – Children with disabilities, Article 15 – Freedom of torture or cruel, inhumane or degrading treatment or punishment, Article 16 – Freedom from exploitation, violence and abuse, Article 28 – Adequate standard of living and social protection*

## United Nations Convention on the Rights of Children

*Article 2 – No discrimination Article 3 – Best interests of the child, Article 6 – Life, survival and development, Article 8 – Identity, Article 19 – Protection from violence, Article 23 – Children with disabilities, Article 27 – Food, clothing and a safe home, Article 32-36 – Protection from exploitation and abuse*

## 1. Who does this policy apply to?

- 1.1. This policy applies to all Aruma staff, both paid and unpaid. This includes the Board, volunteers, contractors and trainees/student placements.
- 1.2. This policy applies to all children and young people. This includes children and young people that are directly support by Aruma, as well as those you may encounter while carrying out your role (e.g. family members of adult customers, colleague's children that are brought into the office).

## 2. What will this policy achieve?

- 2.1. A child safe organisation and culture that promotes awareness and openness around child safety.
- 2.2. Implementation of processes that seek to prevent, identify, respond, manage, record, investigate and reduce any instances of harm (both actual and perceived).
- 2.3. Supports delivered will protect and promote children and young people's rights. This includes their right to be free of abuse and neglect.
- 2.4. Compliance with all relevant national and state legislation and standards.

## 3. What is our policy?

- 3.1. The safety and wellbeing of all children and young people is everyone's responsibility. All children and young people have the right to be safe, healthy, and happy. They have the right to have a voice and express their views, particularly on things that affect them.
- 3.2. We support particularly, vulnerable children and young people. This includes children and young people with disabilities, from culturally and linguistically diverse backgrounds (including Aboriginal and/or Torres Strait Islanders) and those that have a trauma background.
- 3.3. We will act ethically and ensure the safety and wellbeing of all children and young people that we come into contact with. We have a zero tolerance towards abuse and neglect, including family violence.

- 3.4. Children and young people may have suffered, are suffering, or are at risk of suffering, harm. We may suspect or become aware of this while carrying out our roles. No matter the circumstance, we will uphold Aruma's values and be:
- **BOLD.** If something is wrong, we speak up. This is in line with our responsibility as mandatory reporters;
  - **RESPECTFUL.** We uphold children and young people's rights and recognise diversity. This includes making sure children and young people are included, listened to, valued and supported;
  - **AUTHENTIC.** We do what we say. We are open and transparent about our commitment to the safety of children and young people and processes relating to their safety and wellbeing. We listen and act promptly to ensure children and young people are safe;
  - **VALUING TEAMWORK.** We will work together with children and young people, their families and communities, government departments and the wider community to ensure the safety and wellbeing of children and young people; and
  - **EXCELLENT.** We do things well and ensure that all care and support provided to children and young people is in line with, and exceeds, legislation and standards. Staff are equipped with the knowledge, skills and awareness to keep children and young people safe.

## 4. Commitment to Child Safety

### 4.1. You will:

- adhere to all relevant legislation, both state and federal, and all relevant Aruma policies and procedures;
- uphold Aruma's commitment to being a child safe organisation including maintaining a child safe environment;
- take all reasonable steps to protect children from harm, in line with our duty of care;
- treat everyone with respect;
- actively listen and respond to the views and concerns of children, particularly if they are telling you that they, or another child, has been harmed, they are worried about their safety or the safety of another child;
- empower children to 'have a say', especially on issues that are important to them;
- encourage children to participate in all planned activities of their choosing, in a safe and supportive environment;
- promote the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds including Aboriginal and Torres Strait Islander children;
- promote the safety, participation and empowerment of children with a disability;
- maintain professional boundaries with children and their families;

- report any child safety concerns, allegations, disclosures, or observations with line managers if risks to child safety are identified in any of the activities, facilities, structures, procedures or staff practices within Aruma; and
- ensure child safety concerns are reported to the police and/or child protection as deemed appropriate as outlined with organisational procedures and in line with mandatory reporting requirements.

**4.2. You will not:**

- condone or participate in behaviour with children that is illegal, unsafe or abusive;
- ignore, disregard, exaggerate or trivialise any suspected or disclosed child abuse;
- develop any inappropriate relationships with children that could be seen as favouritism or grooming (for example, the offering of gifts or special treatment for specific children);
- initiate unnecessary physical contact with children or do things of a personal nature that they can do for themselves;
- put children at risk of abuse (for example, by locking doors);
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes. This is in line with our model of support; active support;
- be alone with a child unnecessarily and for more than a short period of time. We recognise there may be situations where this is unavoidable;
- engage in open discussions of a mature or adult nature including the use of inappropriate language, in the presence of children, in line with professional boundaries;
- express personal views or discriminate against a child based on culture, religion, race, ethnicity, sexuality or disability;
- have contact with a child or their family outside of work, in line with professional boundaries. We acknowledge 'accidental contact' may occur e.g. seeing child and/or their families on the street or at the shops; and
- have any online contact with a child or their family outside of work, this includes exchanging personal contact details such as phone numbers, social media details or addresses. Any contact during work will be done from an Aruma monitored account/device.

## Resources Relevant to this Policy

### 5. Legislation, external requirements and oversight bodies

[Australian Human Rights Commission Act 1986 \(Cmth\)](#)  
[Charter of Human Rights and Responsibilities Act 2006 \(Vic\)](#)

[Charter of Rights Out-of-Home Care – Victoria](#)  
[Charter of Rights Out-of-Home Care – Queensland](#)  
[Child Protection \(Working with Children\) Act 2012 \(NSW\)](#)

[Child Protection Act 1999 \(Qld\)](#)

[Child Protection Regulation 2011 \(Qld\)](#)

[Child Wellbeing and Safety Act 2005 \(Vic\)](#)

[Child Wellbeing and Safety \(Information Sharing\)](#)

[Regulations 2018 \(Vic\)](#)

[Children's Guardian Act 2019 \(NSW\)](#)

[Children and Young Persons' \(Care and Protection\) Act 1998 \(NSW\)](#)

[Children and Young People Act 2008 \(ACT\)](#)

[Children, Youth and Families Act 2005 \(Vic\)](#)

[Child Safe Standards \(Vic\)](#)

[Crimes Act 1900 \(ACT\)](#)

[Crimes Act 1900 \(NSW\)](#)

[Crimes Act 1958 \(Vic\)](#)

[Criminal Code Act 1899 \(Qld\)](#)

[Criminal Code Act 1995 \(Cmth\)](#)

[Disability Discrimination Act 1992 \(Cmth\)](#)

[Disability Act 2006 \(Vic\)](#)

[Disability Inclusion Act, 2014 \(NSW\)](#)

[Disability Services Act 1986 \(Cmth\)](#)

[Disability Services Act 1991 \(ACT\)](#)

[Disability Services Act 2006 \(Qld\)](#)

[Enhancing Online Safety Act 2015 \(Cmth\)](#)

[Hope and Healing Framework \(Qld\)](#)

[Information Privacy Act 2009 \(Qld\)](#)

[Human Rights Act 2004 \(ACT\)](#)

[Human Rights Act 2019 \(Qld\)](#)

[Human Services Quality Framework \(Qld\)](#)

[Incident Reporting Guide for Residential Care Services](#)

[Looking after Children Framework \(Residential Care Vic\)](#)

[Minimum Qualifications Standards \(Residential Care Qld\)](#)

[Minimum Qualification Requirements for Residential Care Workers in Victoria](#)

[National Disability Insurance Scheme Act 2013](#)

[National Disability Insurance Scheme \(Complaints](#)

[Management and Resolution\) Rules 2018](#)

[National Disability Insurance Scheme \(Incident](#)

[Management and Reportable Incidents\) Rules 2018](#)

[National Disability Insurance Scheme \(Restrictive Practices and Behaviour Support\) Rules 2018](#)

[National Principles for Child Safe Organisations](#)

[National Standards for Disability Services](#)

[NDIS Practice Standards](#)

[Reportable Conduct Scheme \(Vic\)](#)

[Right to Information Act 2009 \(Qld\)](#)

[Working with Children \(Risk Management and Screening\) Act 2000 \(Qld\)](#)

[Working with Children Act 2005 \(Vic\)](#)

[Working with Vulnerable People \(Background Checking\)](#)

[Act 2011 \(ACT\)](#)

[United Nations Convention on the Rights of the Child](#)

[United Nations Convention on the Rights of a Person with a Disability](#)

[United Nations Declaration of Human Rights](#)

[Universal Declaration of Human Rights](#)