

Child Safe Policy

Philosophy

Wanslea is committed to ensuring the safety of all children, by placing the safety of children and young people at the forefront of its operations, and embedding a child safe culture across all programs and services.

Purpose

To promote the safety and wellbeing of all children engaged with Wanslea's services, by ensuring that they **feel safe** and **are safe** from any form of abuse and/or neglect; enabling them to develop to their full potential.

Scope

This policy applies to all Wanslea employees, Wanslea Early Learning Development (WELD) educators, clients, visitors, members of the general public and others who are present in the workplace where work, tasks, events or activities are carried out by, and on behalf of, Wanslea.

Our Policy

- Wanslea has zero tolerance of child abuse and/or neglect. This includes sexual, physical, emotional abuse as well as omission of care and cumulative harm from neglect
- All employees are to protect children when a risk of abuse and/or neglect is identified and follow the Disclosures or Allegations of Abuse - Child Safe Guideline. Incident Management reporting and Notifications of Serious Matters policies are also to be followed
- All disclosures or allegations of child abuse and/or neglect will be thoroughly investigated and procedural fairness applied in all instances
- Employees and others who fail to protect a child from abuse and/or neglect and fail to follow Wanslea policies and procedures relating to reporting child abuse will be investigated and may amount to serious misconduct and/or a criminal offence. All instances of serious misconduct and criminal offences will result in consequences to the employee, volunteer or contractor. All instances of a criminal offence committed will be formally reported and pursued according to legislation
- All information considered or recorded with respect to child abuse/neglect must be kept confidential and private in line with Wanslea's Privacy Policy
- An awareness of and responsiveness to cultural issues where a child subjected to abuse/neglect is Aboriginal or Torres Strait Islander, or is from a Culturally and Linguistically Diverse, background needs to be taken into consideration
- Rigorous recruitment, selection, background checks and induction processes are undertaken that emphasise the safety of children and young people to ensure staff have the skills, clearance and capacity to perform the duties required of them at any of Wanslea's workplaces
- Effective training and supervision are to be provided to all employees and others where appropriate, to ensure that everyone is supported, confident and understands that child safety is everyone's responsibility
- Effective practice and quality assurance governance are to be maintained and regularly reviewed to ensure that Board, Executive and staff understand and deliver against their accountabilities in relation to child and client safety, risk minimisation and continuous improvement. This is undertaken through Wanslea's Practice Governance and Quality Assurance Framework

