

## Child Safety and Wellbeing Policy

### Purpose

The purpose of this policy is to demonstrate Kentish Regional Clinic's commitment to the safety and wellbeing of children and young people and to inform all leaders, staff and volunteers of their obligations to act ethically towards children and their roles and responsibilities in ensuring the safety and wellbeing of children.

This policy applies to Staff and Volunteers.

This policy applies to all activities in the organisation that involve, result in or relate to contact with children.

### Responsibilities

Kentish Regional Clinic will ensure:

All **staff** have a current Working with Vulnerable People card, Blue Card or state equivalent and/or have a current National Police Check as required for program/funding.

All **volunteers** have a current Working with Vulnerable People card, Blue Card or state equivalent.

Kentish Regional Clinic will:

Identify risks to child and youth safety and focus on how these may be prevented or minimised;

- Require all staff to demonstrate their commitment to child and youth safety through their agreement to act in accordance with the Kentish Regional Clinic Child Safe Code of Conduct;

Complete appropriate suitability screening for all staff working with children and youth;

- Require relevant staff to complete appropriate child and youth safety education and training;
- Engage proactively with parents, guardians, specified next of kin, and other agencies involved in the protection of children and young people;

Develop and implement a clear process for reporting and responding to disclosures, suspicions, and allegations of abuse or neglect in accordance with legislation;

- Develop and implement processes to identify and address breaches of this framework;

Undertake regular review of this framework to ensure it remains current and reflects emerging requirements and current best practice.

## **Definitions**

Child/children – applies to any person from birth to 18 years old

Child harm or abuse – includes but is not limited to emotional, physical, sexual

Mandatory reporting – as defined by Children, Young Persons and Their Families Act 1997

Board members – refers to any person currently serving on the Board of Management

Staff – refers to any person currently employed with Kentish Regional Clinic

Volunteers – refers to any person volunteering for Kentish Regional Clinic for any amount of time

## **Relevant legislations and standards**

The United Nations Convention on the Rights of the Child.

National Principles for Child Safe Organisations 2019

[https://childsafeframework.gov.au/sites/default/files/2019-02/National\\_Principles\\_for\\_Child\\_Safe\\_Organisations2019.pdf](https://childsafeframework.gov.au/sites/default/files/2019-02/National_Principles_for_Child_Safe_Organisations2019.pdf)

Children, Young Persons and Their Families Act 1997

Personal Information Protection Act 2004 (Tas)

Right to Information Act 2009 (Tas),

Archives Act 1983 (Tas),

Privacy Act 1988 (Cwlth)

## **Related organisational policies and procedures**

Child Safe Code of Conduct.

Confidentiality and Privacy policy.

Policy or procedure for receiving and responding to complaints.

Risk management policy.