**Child Safe Policy**

Policy No: QD 5049

Version No: 02

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# Purpose

The purpose of this policy is to articulate Endeavour Foundation Limited’s strong commitment to creating and maintaining a child safe organisation. As part of our organisational commitment to inclusive practices, Endeavour Foundation Limited’s (Endeavour Foundation) embeds the protection of children and preventing and responding to child abuse, in its everyday thinking and practice. Endeavour Foundation’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 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’s commitment to protecting children and young people. Endeavour Foundation 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 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 recognises the following expectations:

* We have no tolerance for the abuse, neglect or exploitation of people including children and young people.
* We listen to and empower children and young people.
* We have systems to protect children from abuse, neglect, and exploitation, and will take all allegations and concerns very seriously and respond to them consistently in line with Endeavour Foundation’s policies and procedures.
* We are committed to promoting cultural safety for people including children and young people 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 disabilities in all its forms.

# Principles

Endeavour Foundation embraces the National Child Safe Principles and strives to embed them into its activities:

* Child safe is embedded in Endeavour Foundation’s leadership, governance, and culture.
* People including 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 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.

# Responsibilities

**Endeavour Foundation Board:** is responsible for the review and approval of this policy in line with the approved review schedule.

**Endeavour Foundation Client Care Committee (CCC):** is responsible for overseeing Endeavour Foundation’s Child Safe arrangements in line with the National Principles and applicable State and Federal legislation.

**Chief Executive Officer (CEO)** is responsible for enshrining the principles of this policy into the organisation. The CEO is responsible to ensure the organisation responds appropriately to any concerns relating to, or allegations of, child abuse, and keep the Board regularly informed as to compliance with this Policy as well as the status of any concerns or allegations raised within or concerning Endeavour Foundation, and ensure those concerns are expressed in a manner that is consistent with confidentiality obligations.

**Executive Leadership Team (ELT)** are responsible for supporting the implementation and operation of the Policy and assuring that the National Principles are adhered to. The ELT are responsible to ensure that all employees, are aware of and comply with the relevant legislation, are aware of and comply with all organisational policies and procedures in relation to child protection, are aware of and comply with Endeavour Foundation’s Code of Conduct; and have the knowledge, skills and capabilities required to comply with their obligations under this Policy, the Code of Conduct, any relevant law and/or regulatory guidance.

# Document Information

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| Division | Legal & Governance |
| Portfolio | Risk, Assurance & Quality |
| Document EGM | Darryn Hammond, EGM Legal & Governance |
| Document owner | Ian Bowyer, Head of Risk, Assurance, & Quality |
| Review period (in months) | 24 |
| Purpose (for new documents) | Address Child Safety National Principles and obligations |
| Rationale for change/s (legislative, review due etc) | Board requirement for high level responsibilities to be included in this policy |
| Action/s required | N/A |
| Classification | Public |

# Document Amendment History

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| Version | Date | Section(s) amended | Summary of amendment |
| 01 | 28/07/2023 | N/A | New Policy. |
| 02 | 23/02/2024 | Responsibilities  Policy and Principles and Responsibilities | New section added – Responsibilities.  Policy and Principles the term People including Children and Young People replaced children and young people. Modified the Principles from ‘adopting’ to ‘embracing’; and, changed responsible committee from AFRCC to Client Care Committee.  Review period changed from 12 to 24-months.  Approved by the Board on the 23/02/2024. |