



CHILD PROTECTION POLICY

Policy number	<< 01 >>	Version	<<02>>
Drafted by	<Jacinda Richards>	Approved by board on	<<25/8/18>>
Responsible person	<Rebecca Thomas>	Scheduled review date	<<25/8/19>>

PURPOSE

L2R Next Gen (L2R) is committed to promoting and protecting the interests and safety of children. L2R has zero tolerance towards child abuse. All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from abuse.

All staff and agents of L2R are responsible for the care and protection of children and reporting information about child abuse.

L2R is committed to ensuring that all board members, volunteers, sub-contractors, agents or any other person associated with L2R are made aware of our Child Safety Policy and have read and understand their responsibilities under the Reportable Conduct Scheme.

AIMS

The aim of this policy is to work towards an organisational culture of child safety as follows:

1. To prevent child abuse within L2R.
2. Strategies to embed an organisational culture of child safety, including thorough effective leadership arrangements.
3. Screening, supervision and training and other human resource practices that reduce the risk of child abuse by new and existing personal.
4. Processes for responding to and reporting suspected child abuse.
5. Strategies to promote the participation and empowerment of children.
6. To provide assurance that any and all suspected abuse will be reported and fully investigated.

TYPES OF ABUSE AND INDICATORS OF HARM

Child abuse can have a significant effect on a child's physical or emotional health, development and wellbeing.

Types of child abuse can include:

1. physical abuse



2. sexual abuse
3. emotional abuse
4. neglect
5. medical neglect
6. family violence
7. human trafficking (including forced marriage)
8. substance abuse (drugs and alcohol)
9. sexual exploitation (including pornography and prostitution)

The CEO should immediately be advised if anyone becomes aware that a child or children are at risk of abuse or have been abused.

CHILD SAFETY STANDARDS

L2R is bound by the compulsory Child Safe Standards. The *Child Wellbeing and Safety Act 2005* (the Act) sets out that we must comply with Child Safe Standards.

Child Safe Standards provide guidance on how organisations should develop a culture, systems and policies to ensure that children are protected from harm and abuse and that children are safe at all times.

L2R is to ensure that all board members, volunteers, sub-contractors, agents or any other person associated with L2R are aware of and understand the Child Safety Standards.

L2R will consider the opinions of children and use their opinions to develop child protection policies.

L2R supports and respects all children, staff and volunteers. L2R is committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

REPORTING

L2R has zero tolerance towards child abuse. All staff and agents of L2R are responsible for the care and protection of the children within our care and reporting information about suspected child abuse.

In cases where staff, contractors, volunteers, children, parents and/or guardians have concerns about a child they should discuss their concerns with the CEO or a member of the board immediately.

Child protection is a shared responsibility between the L2R all employees, agents, contractors, associates, and members of the L2R community.

Anyone that suspects that a child is in immediate risk of abuse or harm should dial 000 and advise the CEO or head of L2R immediately.

The CEO or head of L2R is responsible for determining whether the abuse should be reported to the Commission for Children and Young People in accordance with the Reportable Conduct Scheme.



The CEO or head of L2R and all board members, employees, sub-contractors and agents are to ensure that they have read and understand the Reportable Conduct Scheme Information Sheet attached to this policy to ensure that they understand the obligations with regards to reporting abuse and the mandatory timelines for reporting and responding to allegations of abuse.

All members of L2R should be trained on the Reportable Conduct Scheme Policy and Child Safe Standards and L2R's Child Protection Policy when joining L2R and on a regular basis thereafter.

The CEO should immediately be advised if anyone becomes aware that a child or children are:

1. engaging in risk-taking behaviour
2. the child has voiced concerns in relation to abusive behaviour including but not limited to bullying, abuse, concerns of any nature that are effective their physical or mental wellbeing
3. a third party has indicated a child is being abused or has concerns about their physical or mental wellbeing.
4. female genital mutilation has occurred, or there is a risk of it occurring
5. a child is exhibiting sexually-abusive behaviours
6. there are indications that a child is being groomed. For information see: [Department of Justice and Regulation – Grooming offence.](#)
7. Any other matters that are of concern whether they are considered small or large.

L2R has a responsibility to ensure that all children associated with L2R are safe and protected at all times.

AUTHORISATION

A handwritten signature in black ink, reading 'Coral Ross', is displayed within a light grey rectangular box. The signature is written in a cursive, flowing style.

[25/9/18]

L2R Next Gen (L2R)