

Child Safe Policy

Commitment to child safety

All children who come to Torquay Christian Fellowship have a right to feel and be safe. The welfare of the children in our care will always be our first priority and we have a zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and have fun.

This policy applies to all staff, volunteers, children and individuals involved in our organisation.

Children's rights to safety and participation

Torquay Christian Fellowship staff and volunteers encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

Valuing diversity

We value diversity and aim to promote and welcome:

- the cultural safety, participation and empowerment of Aboriginal children and their families
- the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse (CALD) backgrounds and their families
- children with a disability and their families and act to promote their participation

Recruiting and Supporting staff and volunteers

We follow best practice standards in the recruitment and screening of staff and volunteers, interviewing and conducting referee checks on all staff and volunteers, and require police checks and Working with Children Checks for relevant positions. We provide support and supervision so people feel valued, respected and fairly treated. We have adopted the BUV Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

The Leadership Team Secretary has been appointed as the Child Safety Person with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children.

Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers.