



# Child Safe Policy - ILA

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## 1. Purpose

This policy outlines Independent Living Assessment (ILA)'s commitment to child safety, and the processes followed to always uphold the rights of children and young people. The policy reflects the United Nations Convention on the Rights of the Child, the National Principles for Child Safe Organisations and the Commonwealth Child Safe Framework.

## 2. Scope

This policy applies to all staff at ILA who undertake work with children.

## 3. Policy Statement

ILA follows the National Principles for Child Safe Organisations and the Commonwealth Child Safe Framework, with policies and procedures to ensure child safety in all interactions with ILA services.

## 4. Principles

The organisation has a duty of care to all children and young people and will take reasonable steps to keep them safe from harm and maintain a safe environment.

- ILA has a zero-tolerance approach to child abuse, harm and neglect, grooming and online grooming, and will respond to any allegations raised either by a child, ILA staff member or member of the public, and follow reporting processes. Investigations will be conducted in line with the principles of procedural fairness, and outcomes communicated to both internal and external stakeholders. Mandatory reporting processes will be followed.
- ILA has processes in place to ensure the appropriate reporting, investigation and management of any allegations raised in relation to ILA staff members and volunteers. This includes the CEO's response to any incident and ILA's Incident Management Procedure.
- Risk assessments are completed, and risk factors including staff contact with children; the risk of abuse; systemic risks (such as weakness in governance and response policies); staff screening processes; and online and physical environments will be considered. Mitigation strategies will be implemented, including child safe policies; robust staff screening; information for child safety available online; awareness of the rights of children and supporting children to exercise these rights; child safe environments; and child safety training provided to staff involved in managing complaints relating to children.
- ILA is committed to the safety, including cultural safety of all children. This includes children with disability, Aboriginal and Torres Strait Islander children, and children from culturally and linguistically diverse (CALD) backgrounds. ILA will respect cultural traditions and child rearing practices, while keeping children safe.
- The organisation values participation of children and meaningful decision-making when engaging with ILA in the review of processes, including policies and procedures, relating to child safety. Where possible, children will be consulted for their feedback about organisational processes.

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5. Definitions

Term	Definition
<b>Child</b>	A person under the age of 18 (unless otherwise specified in relevant legislation).
<b>Child Abuse</b>	“All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power. <sup>1</sup> ”
<b>Harm</b>	Any significant detrimental effect on a child's physical, psychological or emotional wellbeing.
<b>Staff</b>	All employees, board directors, volunteers and sub-contractors.

6. Governance

<b>Associated Framework</b>	National Principles for Child Safe Organisations Commonwealth Child Safe Framework
<b>Associated procedures / documents</b>	ILA-BRD-POL-052 Client Safeguarding ILA-OPS-AGR-0119 Child Safe Code of Conduct ILA-OPS-PRO-0115 Child Safe Procedure ILA-QR-POL-040 Child Safe Complaints and Incidents Policy ILA-QR-PRO-041 Child Safe Complaints and Incidents Procedure
<b>Related legislation</b>	Children and Community Services Act 2004 (WA) Child Protection Acts (NSW, QLD, NT, ACT, VIC) Child Wellbeing and Safety Act 2005 (Vic) Ombudsman Acts (NSW, ACT) Children Legislation Amendment (Reportable Conduct) Act 2017 (Vic) Domestic and Family Violence Act (NT) Family Law Act 1975 (Cth)
<b>Division</b>	Operations
<b>Approval</b>	ILA COO
<b>Endorsement</b>	Executive Team
<b>Owner</b>	ILA COO
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<sup>1</sup> World Health Organization (2016), *Child abuse and neglect by parents and other caregivers*.