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Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

CHILD SAFETY AND WELLBEING POLICY

This Child Safety and Wellbeing policy was written and approved by the Board of Management on 21 February 2011, to demonstrate the strong commitment in establishing and maintaining child safety practices by Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, collectively and hereinafter referred to as “the Organisation”. This policy will be reviewed in February 2024.

Scope

This policy applies to all Responsible Persons, employees and volunteers of the Organisation, hereinafter referred to as “our people”, and any young people, visitors and individuals who access the services of the Organisation.

Commitment to safety of young people

All young people who access the services of the Organisation have a right to feel and be safe.

The Organisation is committed to the safety and wellbeing of all young people accessing our services and the welfare of the young people in our care will always be our first priority. We aim to create a child safe and child friendly environment where young people feel safe and enjoy learning.

Where personal physical contact is required as part of the service provided, the purpose of the contact and the appropriate procedures will be explained to the young person prior to the training being undertaken.

Young people’s rights to safety and participation

The Organisations’ people encourage young people to express their views, and make suggestions, especially on matters that directly affect them. We actively encourage all young people who access our services to ‘have a say’ about those things that are important to them. We value diversity and do not tolerate any discriminatory practices.

We advise young people about what they can do if they feel unsafe. We listen to and act on any concerns young people, or their guardians, raise with us.

Recruitment of employees and volunteers

The Organisation applies the best practice standards in the recruitment and screening of our people.

All of our people are screened prior to commencement of employment and must provide a recent (within the last 6 months) National Police Clearance, and once employed must maintain its currency. All of our people must maintain and provide current Working with Children Checks applicable to state legislative requirement.

Support for employees and volunteers

The Organisation seeks to attract and retain the best people. We provide support and supervision so our people feel valued, respected and fairly treated. We have a code of conduct to provide guidance to our people, all of whom acknowledge the requirements of the code.

Reporting and responding to suspected abuse and neglect

The Organisation will not tolerate incidents of child abuse.

The Organisation is responsible for ensuring that our people are aware of how to make appropriate reports of abuse or neglect.

Our People must notify the relevant state based **child abuse report line as soon as practicable if they have a reasonable suspicion that a young person has been or is being abused or neglected.**

South Australia – 24 hours a day, 7 days a week **CALL 13 14 78**

Western Australia – 9am to 5pm **CALL 1800 273 889, after hours **CALL 1800 199 008****

A person does not necessarily exhaust his or her duty of care to a young person by making a report to the child abuse report line – they may still have a role in supporting the young person.

Our People, or anyone who may access our services may also report any form of abuse to the Organisation's Child Safety Officer(s) for further support and to ensure that the Organisation takes all reasonable steps to keep the young person and others safe.

If you have a concern around a young person's safety and wellbeing or you think the Child Safe Code of Conduct has been breached by a person in the Organisation please contact our Child Safety Officer(s). Their names and phone numbers are:

- | | | |
|-----------------------------------|----------------------|--------------------|
| • Employment Services (TTW & DES) | Simone O'Neill | Ph. (08) 8445 2931 |
| • Training Services | Yvonne Christophides | Ph. (08) 8346 5662 |
| • BlueSky Mind Studio | Hamish Robertson | Ph: (08) 8377 0101 |

The Organisation will support any of our people who makes a report to their relevant state child abuse report lines.

Relevant Legislations and standards

The following are relevant legislation, regulations, and standards on child safety and wellbeing:

- National Principles for Child Safe Organisations
- Children and Young People (Safety) Act 2017 (SA)
- Children and Community Services Act 2004 (WA)

Related Organisational Policies and Procedures

All organisational policies are read and agreed to upon commencement of employment, and then annually thereafter our people reaffirm their understanding and commitment through our formal annual review processes.

The following policies and procedures also support the Organisation's Child Safe Policy:

- Child Safe Code of Conduct
- Ethical Behaviour Code of Conduct
- QSP-01 Staff Management (recruitment and screening)
- QSP-03 Addressing Complaints & Issues
- Fraud Control and Management Plan - Fraud Risk Assessment
- SSP-14 Harassment Bullying & Discrimination Procedure

Definitions of the following terms are included in the attached appendix: *Child, Harm, Child Abuse, Child Protection Contact Person, Employee, and Young Person.*

Definitions

Child (Young person) – A child means a person under 18 years of age

Harm - a reference to physical harm or psychological harm (whether caused by an act or omission) and, without limiting the generality of this subsection, includes such harm caused by sexual, physical, mental or emotional abuse or neglect.

Child Abuse – Children can be abused in different ways and child abuse includes a wide range of acts of omission and commission.

Physical Abuse – is commonly characterised by physical injury resulting from practices such as hitting, punching, kicking (marks from belt buckles, fingers); shaking (particularly young babies); burning (irons, cigarettes), biting, pulling out hair; alcohol or other drug administration.

Sexual Abuse – occurs when someone in a position of power to the child uses their power to involve the child in sexual activity. Behaviour can include sexual suggestion; exhibitionism, mutual masturbation, oral sex; showing pornographic material e.g. DVDs, internet; using children in the production of pornographic material; penile or other penetration of the genital or anal region; child prostitution.

Emotional Abuse – tends to be a chronic behavioural pattern directed at a child whereby a child's self-esteem and social competence are undermined or eroded over time. Behaviours may include devaluing, ignoring, rejecting, corrupting, isolating, terrorising, chronic or extreme domestic violence in the children's presence.

Neglect – is characterised by the failure to provide for the child's basic needs. Behaviours may include inadequate supervision of young children for long periods of time; failure to provide adequate nutrition, clothing or personal hygiene; failure to provide needed or appropriate health care/medical treatment; disregard for potential hazards in the home; forcing the child to leave home early; allowing children to engage in chronic truancy.

Young person – term used instead of the word child to describe a person under the age of 18.

I agree to abide by the Child Safety and Wellbeing Policy during my employment with the Organisation.

I understand that breaches of this Policy may lead to disciplinary action or termination of my employment with the Organisation.

Approved by: Gary Hatwell

Signature:

A handwritten signature in blue ink, appearing to be 'Gary Hatwell', written in a cursive style.

Date: 1/7/2023