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

## **SAFEGUARDING POLICY**

### **1. Policy Statement**

All people, regardless of their age, gender, race, religious beliefs, disability, sexual orientation, or family or social background, have equal rights to protection from abuse, neglect or exploitation.

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”, commits to promoting and protecting the welfare and human rights of people that interact with, or are affected by, our work - particularly those that may be at risk of abuse, neglect or exploitation. We have no tolerance for abuse, neglect or exploitation. We will take a survivor-centric approach in all that we do.

All Responsible Persons, employees and volunteers of the Organisation, hereinafter referred to as “our people”, partners and third parties of the Organisation share responsibility for protecting everyone from abuse, neglect or exploitation. Beyond this, particular people have specific responsibilities, and they must carry out their duties without exception.

The Organisation has a process for managing incidents that must be followed when one arises.

### **2. Purpose**

The purpose of this policy is to:

- Help protect people that interact with, or are affected by, the Organisation.
- Define the key terms we use when talking about protecting people or safeguarding.
- Set out and develop the way the Organisation manages safeguarding risks.
- Set out the specific roles and responsibilities of persons working in and with the Organisation.
- Facilitate the safe management of incidents.
- To support a positive and effective internal culture towards safeguarding.

### **3. Definitions**

3.1. ‘Safeguarding’ means protecting the welfare and human rights of people that interact with, or are affected by, the Organisation, particularly those that might be at risk of abuse, neglect or exploitation. This refers to any responsibility or measure undertaken to protect a person from harm.

3.2. 'Abuse, neglect or exploitation' means all forms of physical and mental abuse, exploitation, coercion or ill-treatment. This might include, for example:

- Sexual harassment, bullying or abuse;
- Sexual criminal offences and serious sexual criminal offences;
- Threats of, or actual violence, verbal, emotional or social abuse;
- Cultural or identity abuse, such as racial, sexual or gender-based discrimination or hate crime;
- Coercion and exploitation;
- Abuse of power.

3.3. 'Reasonable grounds to suspect' is a situation where a person has some information that leads them to believe that abuse, neglect or exploitation has taken place, is taking place, or may take place. It comes with a low burden of proof (in fact, no proof is needed at all), but is based on some information. Questions that may help a person to determine whether they have 'reasonable grounds to suspect' might include:

- Could you explain to another person why you suspect something? This helps to make sure that your suspicion is based on information, even if you have no proof.
- Would an objective other person, with the same information as you, come to the same conclusion? This helps to make sure that your suspicion is as objective as possible.

3.4. A 'survivor-centric approach' means considering and lawfully prioritising the needs, right and wishes of survivors.

#### **4. Roles and responsibilities**

While the responsibility to protect people is shared by all who work at or with the Organisation, some individuals have specific obligations with which they must comply.

The members of the board of the Organisation are responsible for:

- protecting all people that interact with, or are affected by, the Organisation;
- ensuring that there are appropriate and effective ways for the Organisation to do this;
- ensuring that the Organisation observes all relevant laws relating to safeguarding;
- ensuring that the Organisation takes a survivor-centric approach.

The Chief Executive Officer of the Organisation must:

- ensure the Organisation has effective and appropriate ways to manage safeguarding and legal compliance;
- ensure the appointment of a Safeguarding Manager with appropriate skills and competency;
- ensure that reasonable steps are taken to protect people;
- ensure that reports to external parties are made where required.

The Safeguarding Manager of the Organisation, the Executive Manager: Human Resources and Quality Assurance, must:

- manage reports of abuse, neglect or exploitation;
- ensure that our people are aware of relevant laws, policies and procedures, and the Organisation's Code of Conduct;
- ensure that our people are aware of their obligations to report suspected incidents of abuse, neglect or exploitation;

- manage reports of abuse, neglect or exploitation;
- provide support for our people in undertaking their responsibilities.

All Managers of the Organisation must:

- promote a positive culture towards safeguarding;
- implement this policy in their area of responsibility;
- ensure that the risks of incidents have been considered in their area of responsibility;
- ensure that there are appropriate controls in place to prevent, detect and respond to incidents;
- facilitate the reporting of any suspected abuse, neglect or exploitation;
- take a survivor-centric approach to potential incidents and ensure that any incident is dealt with transparently and accountably.

All people of the Organisation must:

- familiarise themselves with the relevant laws, the Code of Conduct, policies and procedures for safeguarding;
- comply with all requirements;
- report any incident to the appropriate authority when it is reasonable to suspect that a person's safety or welfare is at risk
- report any suspicion that a person's safety or welfare may be at risk to the appropriate authority; and
- provide an environment that is supportive of everyone's emotional and physical safety.

All partners and contractors of the Organisation must:

Implement the provisions of this policy and IWW's procedures in their dealings with the Organisation;

Report any suspicion that an incident may have taken place, is taking place, or could take place.

## **5. Managing safeguarding risk**

The way the Organisation manages the risks of safeguarding will be:

- Holistic. The Organisation and its stakeholders will work to prevent, detect and take action on incidents.
- Risk-based and proportionate. The Organisation will regularly assess the risks to people in its operations and develop proportionate controls to mitigate those risks.
- Survivor-centric. The Organisation will put survivors at the heart of its approach to safeguarding.
- Lawful. The Organisation will ensure that it understands and complies with the law in everything it does, in all jurisdictions in which it works.

The Organisation will manage the risk of safeguarding by:

- having up-to-date and documented risk assessments;
- maintaining a register of the Organisation's legal obligations for safeguarding and workplace health and safety in all the jurisdictions in which it operates;
- having an action plan that sets out how it will manage safeguarding;
- adhering to this Safeguarding Policy and its Code of Conduct;
- doing due diligence checks of our people and third parties;

- implementing policies, procedures and systems that introduce controls to reduce the likelihood and consequence of incidents;
- conducting awareness-raising for stakeholders on risks, expectations, and individual responsibilities;
- maintaining two reporting processes, the confidential reporting process, and the overt reporting process;
- having an incident response plan;
- monitoring and reviewing the effectiveness and proportionality of its safeguarding approach.

## 6. Managing incidents

Harassment, abuse, neglect and exploitation are all serious misconduct and the Organisation reserves the right to:

- take disciplinary action against those it believes are responsible, which may include dismissal;
- take civil legal action;
- report the matter to law enforcement.

## 7. Reporting suspected incidents

Our people and third parties must, as soon as practicable, report any suspicion that an incident has taken place, may be taking place, or could take place.

They may do this through direct reporting to:

- any member of the board;
- the Chief Executive Officer;
- the Safeguarding Manager;
- their Manager or Supervisor.

If a person wants to report confidentially, including with anonymity, they may use the confidential reporting system, listed below for each State we operate in:

- South Australia

**South Australia Police**

Phone: 131 444

Website: [sapolice.sa.gov.au](http://sapolice.sa.gov.au)

**Department for Child Protection**

Phone: 131 478

Website: <https://www.Childprotection.sa.gov.au/reporting-Child-abuse>

**Adult Safeguarding Unit**

Phone: 1800 372 310

Website: [www.sahealth.sa.gov.au](http://www.sahealth.sa.gov.au)

- Western Australia

**Western Australia Police**

Phone: 131 444

Website: [police.wa.gov.au](http://police.wa.gov.au)

**Department of Communities, Child Protection and Family Support**

Phone: (08) 9222 2555 or 1800 273 889

Website: [dcp.wa.gov.au](http://dcp.wa.gov.au)

If a person believes that another person is at risk of immediate harm or the victim of a criminal offence, they must contact the Police immediately on 000.

## **8. Responding to suspected incidents**

All suspected, perceived, potential or actual incidents will be managed through the incident response plan.

## **9. External reporting**

The Organisation will:

- report any suspicion of a criminal offence to the police or the relevant criminal judicial body;
- meet all stakeholder requirements regarding the reporting of incidents;
- report any qualifying matter to the ACNC.

## **10. Privacy and data protection**

All personal information considered or recorded will respect the privacy of the individuals involved unless there is a risk to someone's safety. The Organisation will protect personal information.

The Organisation's Privacy Policy applies.

## **11. Administration of this policy**

This Policy will be reviewed every two years. The next review will be in November 2024.

## **12. Procedures created by the policy**

Procedures created by this policy:

- WHS – SSP-03: Incident, Accident, and Near Misses
- WHS – SSP-14: Harassment, Bullying and Discrimination Procedure
- Child Safe Incident Report Procedure

## **13. Related policies and procedures**

Related Policies and Procedures:

- QMS - QSP 1 – Staff Management
- QMS - QSP 3 – Addressing Complaints and Issues
- Child Safety and Wellbeing Policy
- Ethical Behaviour Code of Conduct
- Access and Equity Policy
- Disability Employment Policy
- Conflict of Interest Policy and Agreement

Approved by: Gary Hatwell

Signature:



Date: 1/7/2023