



OurPeople

## Participants & Visitors

# Child & Youth Safety Policy

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## Scope

This policy applies to the Board; casual, permanent and contract staff; volunteers, students on work placement (students), and relevant contractors across any location in which *ANH* operates.

Ensuring the safety, welfare and wellbeing of children and young people is a shared responsibility for everyone at *ANH*.

*ANH* will consider this policy when developing, designing and managing other policies, processes and programs to ensure they include relevant child safety considerations.

## Purpose

All children and young people have the right to feel and be safe.

All children and young people have the right to be protected from all forms of child abuse and neglect.

All adults in our community have a responsibility to look out for children and keep them safe, regardless of how regularly or irregularly they interact with children.

*ANH* is committed to implementing the Tasmanian Child and Youth Safe Organisations Framework to safeguard and promote the welfare of children and young people by providing a safe, inclusive and culturally safe environment.



## Policy

Child abuse in any form is never acceptable at Anywhere Neighbourhood House (ANH). We are committed to fostering a safe, nurturing, and inclusive environment for all children and young people within our community. Recognising that the well-being and protection of children is fundamental to their development and the overall health of our community, we prioritise the rights of children and young people in every aspect of our work.

The primary purpose of a Neighbourhood House is community development: to connect the community; support people by supporting the NH Network; create opportunity; and provide local leadership. The needs of the community we serve will vary over time and we prioritise meeting them.

## Definitions

**Child / young person** means anyone under the age of 18.

**Child abuse or neglect** can include:

- Sexual abuse
- Physical abuse (including neglect)
- Emotional and psychological abuse

It is the mistreatment of a child which:

- causes, is causing or is likely to cause detrimental harm to their physical or psychological wellbeing; or
- does, or is likely to, endanger their physical or psychological development.

This can be either through a:

- single act, omission or circumstance; or
- series of combination of acts, omissions or circumstances;

For a full glossary of terms, please see [Appendix 4 of the Tasmanian Department for Premier and Cabinet's Change for Children strategy](#).

## Legislation applying to ANH

- [1924 Criminal Code Act](#)
- [1997 Children, Young People and their Families Act](#)
- [2013 Registration to Working with Vulnerable People Act](#)
- [2023 Child and Youth Safe Organisations Act](#)



The Neighbourhood House Network is also engaged with Tasmanian government in the development of the [Change for Children](#) strategy and action plan for reform.

## Principles guiding the Child and Youth Safe Organisations Framework

Tasmania's 10 Child and Youth Standards and the Universal Principle for Aboriginal Cultural Safety provide the framework for ANH's work and interactions with children and young people. This means:

- ANH respects the right for Aboriginal or Torres Strait Islander children to a culturally safe environment.  
*(The Universal Principle across all 10 Child and Youth Standards)*
- ANH prioritises the rights of children and young people in all of our work.  
*(Standard 1: Child safety and wellbeing is embedded in organisational leadership, governance and culture)*
- ANH will keep children and young people informed of their rights in a way that is age and stage appropriate, and include them in decisions that affect them.  
*(Standard 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.)*
- ANH will involve families, carers and communities in the organisation's child safety and wellbeing activities.  
*(Standard 3: Families and communities are informed and involved in promoting child safety and wellbeing.)*
- ANH will treat all children and young people with dignity, respect and fairness.  
*(Standard 4: Equity is upheld and diverse needs respected in policy and practice)*
- ANH will ensure people working with children and young people are trained, safe and respectful.  
*(Standard 5: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.)*
- ANH will ensure that, when child and youth safety concerns, arise complaint and reporting procedures are child centred.  
*(Standard 6: Processes to respond to complaints and concerns are child focused)*
- ANH staff and volunteers will keep improving their knowledge of how to keep children and young people safe and well.  
*(Standard 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.)*



- ANH will ensure its physical and online spaces are safe.  
*(Standard 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed)*
- ANH will regularly review its child safety and wellbeing practices.  
*(Standard 9: Implementation of the Child and Youth Safe Standards is regularly reviewed and improved)*
- ANH will document and publicise how it keeps children and young people safe.  
*(Standard 10: Policies and procedures document how the organisation is safe for children and young people).*

## Standards of Behaviour when Interacting with Children and Young People

All Board members, employees, volunteers, students on placement, and relevant contractors must:

- Treat all children and young people with respect.
- Comply with child safe practices.
- Comply with Australian and Tasmanian Child Protection Legislation.
- Report any allegation, disclosure or concern to the Chair/CEO/Co-ordinator of ANH.

And must not engage in inappropriate conduct with a child or young person, such as:

- Child abuse in any form.
- Sexual behaviours either toward them, or in their presence.
- Bullying, discrimination, harassment, victimisation or vilification (this includes disciplinary action and/or physical punishment).
- Taking and/or sharing inappropriate photos or images.
- Using ANH technology or information to exploit or harass.
- Requesting or infer communications are kept secret (e.g. from parent, carer or other ANH staff member).
- Supplying alcohol or drugs.

A full list of expected behaviours can be found in Appendix 2.

All Board members, employees, volunteers and relevant contractors are expected to have a Working with Vulnerable People check. The [full screening checks policy](#) is on NHT's sharepoint.,

## Breach of this Policy



If a person's conduct or behaviour does not meet these Standards of Behaviour, then ANH may take a range of action against the person. The potential action will be dependent on seriousness of the conduct and the position and manner of engagement of the person (e.g. volunteer, employee, Board member, etc).

As a general guideline, ANH may take any of the following action:

- Follow the Breach of Policy - Grievance Procedure.
- Raise the relevant conduct with the person and request a response or explanation.
- Ask the person to leave premises and not return for an appropriate period of time.
- If necessary, seek more information on the conduct and how it has affected others.
- Report to the police and/or Strong Families Safe Kids Advice and Referral Line (ARL) on 1800 000 123.
- Take disciplinary action if necessary, including but not limited to:
  - a. Performance management, counselling and issuing written warnings.
  - b. Suspending the person from their engagement while the conduct is considered.
  - c. Restricting the person from ANH property and programs.
  - d. Terminating the person's role or employment with ANH.
- Conduct an investigation into the conduct if it is a serious breach of policy or law (see: reporting procedures).

## Guests

Any ANH employee, volunteer or Board member who invites another person (the guest) to be present at any ANH related function or activity, at any location, is responsible for the ensuring that the guest always acts in a manner consistent with these Expected Behaviours. If a guest or an event attendee is found to be in breach of the code, the same protocol above should apply.

ANH acknowledges the importance of events remaining open and accessible to all. Employees, volunteers and Board members should model exemplary behaviour, and prioritise the safety of children and young people throughout. Child and youth safety should feature in event risk assessments<sup>1</sup>.

## Governance

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<sup>1</sup> NHT are developing a suite of policy including around risk assessments and lost children. These will be made available to the Network in due course.



The Board will review this policy at least every three years, in response to legislative changes, or as appropriate, to ensure that this policy continues to align with best practices and ANH values.

## Responding to concerns, allegations and disclosures

If a child is at immediate risk and police or medical assistance is required, dial (triple zero) 000.

It is essential that the child or young person's needs and well-being remains the priority of all action that is undertaken.

### Procedure

According to Tasmanian law, any adult who believes or suspects on reasonable grounds that a child is experiencing abuse or neglect has a legal responsibility to take steps to prevent the occurrence of that abuse or neglect.<sup>2</sup>

Furthermore, certain service providers within the ANH, such as childcare providers, are named as **Mandatory Reporters**. This policy does not replace existing mandatory reporting procedures.

Instances of abuse or neglect could include:

- Observed or reported instances of inappropriate, unwarranted or unwelcome physical touching of a child
- Physical abuse or explained injury to a child
- Threats of physical injury or death
- Cumulative harm, such that the child or young person's development has been compromised (such as the harm caused by ongoing exposure to family violence and chronic neglect)
- Persistent emotional or psychological abuse
- The presence of indicators that suggest the child is subject to chronic neglect or inadequate supervision
- Disclosure of sexual abuse by a child, or the presence of indicators that suggest sexual abuse (including grooming) may be occurring or likely to occur
- Observation or disclosure of concerning or abusive behaviour by an adult
- Observation or disclosure of concerning or abusive behaviour by another child or young person (including harmful sexual behaviour displayed towards a child, young person or adult)

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<sup>2</sup> [Children, Young People and Their Families Act 1997, Part 3](#)



Abuse can occur in many different settings, including online, and may be committed by:

- A parent, carer, or other household member
- Another child or young person
- Staff or volunteers
- Coaches, instructors or tutors
- Someone at a young person's workplace
- A stranger, or any other person.

Staff do not need to witness the abuse or neglect to make a report. They might be worried because a child has told them something themselves; another child or person has told them something; the staff member has personally observed things; or the staff member has come across information that makes them think a child might be unsafe.

While not all concerns will amount to child abuse, contacting the Strong Families, Safe Kids Advice and Referral Line (ARL) on 1800 000 123 with any concerns helps them to develop a more complete picture of a child's circumstances and risk factors to better protect them from harm. Making a report may prevent the occurrence, or further occurrences, of abuse.

If in doubt, it is always best to report to ARL.

#### **In the case of a child disclosing:**

Steps should be taken to immediately ensure the child or young person's emotional and physical safety.

When responding to a disclosure, while concerns maybe on a much smaller scale, the following should be used to guide your response:

- Actively listen, without interruption, giving the child or young person time to share their experience.
- Show that you believe what they are saying to you.
- Affirm that they have done the right thing in disclosing their experience.
- When responding to disclosures from children and young people, let them know how courageous they have been in coming forward and highlight their strengths.
- Take their fears or concerns seriously.
- Emphasise that they are not to blame for their experience.
- Be clear about the limits (if any) to confidentiality. For example, you may have a legal obligation to share some of this information with other people if you believe that there is an immediate risk of harm.
- Provide information about what you will do in response to the disclosure and how





you will continue to support them in your role.

- Provide information about internal and external support services (including websites and phone numbers).

Also, what **not** to do when responding to a disclosure:

- Talk about your own experiences of violence.
- Ask a lot of questions to try and find out details.
- Judge or criticise their choices.
- Make comments that imply there's something they could have done to better protect themselves.
- Promise you will keep their confidence (you are not able to do so as a mandated reporter).
- Get angry or frustrated at the person or their experience.
- Try to 'fix' the problem for them.
- Tell them what to do.
- Talk negatively about the perpetrator.
- Try to force them to disclose information – let them guide what they tell you.
- Provide counselling.

It is also important you do not make promises that cannot be kept.

Disclosures can be upsetting for the person who is listening and responding, and you should discuss support needs and any ongoing impact with your supervisor.

## Reporting Procedures

If a concern, allegation or complaint is made against a person outside of employment by ANH, such as a family member, sports coach or another child:

- The staff member should contact Tasmanian Government's **Strong Families, Safe Kids Advice and Referral Line (ARL)** on **1800 000 123**.
- A *Department for Education, Children and Young People (DECYP)* staff member will be available to talk through your concerns and explore what can be done to help. General business hours are 8:30am and 5:00pm, Monday to Friday. For urgent matters where a child or young person needs immediate protection, there are [after hours on-call services available](#).
- A decision should be made if the police are to be notified immediately or after discussing with the OIR or DECYP, via the ARL.
- If appropriate, the child or young person's parents or caregivers will be notified.



If a concern, allegation or complaint is made against an employee, volunteer or contractor of ANH:

- The previous procedures apply, and:
- the **manager, co-ordinator or CEO of ANH must be informed**. If the complaint is about the manager, co-ordinator or CEO, then the Board Chair/President must be informed. **The manager/co-ordinator/CEO/Board Chair/President will coordinate processes relating to internal or external investigation processes.**<sup>3</sup>

Any support required by the child, young person, their family, or staff of the House is to be arranged in consultation with the OIR or DECYP, via the ARL.

### **Document**

As soon as practical, record as accurately as possible as many details as possible. Staff will keep confidential written documentation of any concerns raised including steps taken in follow-up. All documentation should be dated and signed.

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<sup>3</sup> Further guidance on conducting investigation processes will be provided by NHT in due course.



# Appendix 1: Guidelines for Expected Behaviour

ANH is committed to safeguarding children and young people, and prioritising the needs of young people within its community development work. ANH recognises that these needs will vary, and ensuring a child or young person feels as safe as possible should be the guiding principle for all behaviour. ANH also recognises the importance of safe and healthy attachment to adults as one of the primary needs of children. Safeguarding mechanisms are not intended to limit capacity to develop such relationships, but rather help adults know how to keep children safe.

These guidelines have been developed to identify and prevent behaviour that may be harmful to children and young people.<sup>4</sup>

All ANH Board Members, employees, volunteers and contractors must ensure they follow these guidelines. A failure to comply with the guidelines will be a breach of the Child Safety Policy.

## Physical contact with children

You must ensure that any physical contact with children/young people is appropriate to the delivery of ANH programs or services, is undertaken with the child's permission, and is based on the needs of the child; such as:

- assisting with the use of equipment,
- assisting to develop sport or dance skills
- preventing an injury
- treatment by a health practitioner
- administering first aid
- toileting assistance to children who cannot do this for themselves (as part of providing education and care services)

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<sup>4</sup> This section is based on the [Australian Government's Australian Sports Commission: "Child Safe Policy"](#)



Examples of unacceptable physical contact with children/young people is contact that:

- would appear to a reasonable observer to have a sexual connotation;
- is intended to cause pain or distress to the child (e.g., corporal punishment);
- is overly physical (e.g., wrestling, horseplay, tickling or other roughhousing);
- is unnecessary (e.g., assisting with toileting when a child does not require assistance); and
- is initiated against the wishes of the child, except if such contact may be necessary to prevent injury to the child or to others.

You must report to your supervisor any physical contact displayed by a child that is sexual and/or inappropriate (e.g. of physical aggression), as soon as possible.

### **Professional boundaries**

You must establish and maintain professional boundaries when working or interacting with children. This means acting within the scope of your role (as specified in your position description or contract) when working or interacting with children.

You must not:

- provide any form of support to a child or their family unrelated to the scope of your role (e.g. using your own money to provide financial assistance, babysitting outside of ANH);
- use a personal phone, camera or video to take images or video footage of children unless specifically approved in writing;
- wear uniform or identification outside of authorised activities;
- exhibit any type of favouritism towards a child, such as giving individual gifts/presents to children other than the provision of official awards or ANH programmes;
- transport children unless specifically approved in writing;
- engage in open discussions of a mature or adult nature in the presence of children, or share overly personal information with a child;
- use inappropriate language in the presence of children (e.g. swearing, sexually explicit language);
- discriminate against any child, including on the basis of gender identity, culture, race, or disability;



- have one on one contact with a child outside of authorised activities (includes in-person as well as by phone or online); or
- where there is no pre-existing social, personal or family relationship, accept an invitation to attend any social function at the request of a child or their family.

If you become aware of a situation in which a child requires assistance that is beyond your role, or in the case of emergency, you must undertake any or all of the following at the earliest opportunity:

- refer the matter to an appropriate support agency;
- refer the child to an appropriate support agency;
- contact the child's parent, guardian or carer; and/or
- seek advice from your supervisor or the *Office of the Independent Regulator (OIR)*.

### **Use of, possession or supply of alcohol or drugs**

You must not:

- use, possess or be under the influence of an illicit drug in the presence of a child or young person;
- use or be under the influence of alcohol while supervising a child or young person;
- be impaired by any other legal drug such as prescription or over-the-counter drugs while in the presence of a child or young person; or
- supply alcohol or drugs (including tobacco) to children or young people.

You must not supply or administer medicines, except with the consent of the parent/guardian/carer of the child and under a valid prescription for that child and at the prescribed dosage.

### **Photographing and filming of Children**

You may only photograph or film a child or young person if:

- the Child's parent or guardian has provided written consent for the photographs to be taken or for the video footage to be captured. Where appropriate and possible, consent should also be sought from the child or young person;
- the context directly relates to ANH or activities on ANH site;
- the child/young person is appropriately dressed and posed; and
- the image or footage is taken in the presence of another person.



You must not distribute images or footage (including as an attachment to an email) to anyone outside ANH other than the Child photographed or their parent, guardian or carer, without ANH management knowledge and written approval.

You must store images and footage (digital or hard copy) in a manner that prevents unauthorised access by others and will be destroy or delete the images and footage as soon as they are no longer required.

You must not publish any images or footage online or in publications (eg. annual report), or identify the child, without written consent from the parent, guardian or carer. Where appropriate and possible, consent should also be sought from the child or young person.

For further guidance on the use of personal phones in a childcare setting, please refer to the [Australian Children's Education & Care Quality Authority's \(ACECQA\) recently published guidelines](#).

### **Digital communication**

Careful consideration is required before engaging in any electronic or online communication with children and young people. If you are unsure discuss with your supervisor. If appropriate, always copy in a supervisor and a parent/guardian/carer in all communication.

When communicating with children, you must ensure that content is:

- directly associated with delivering *ANH* services, such as advising that a scheduled event is cancelled;
- concise with personal or social content limited only to convey the message in a polite and friendly manner;
- devoid of any inappropriate language or language that is sexual or threatening /violent in nature; and
- not promoting unauthorised social activity or contact.

You must not:

- befriend a child or young person on your personal social media; or
- request that a child keep online communication secret from their parents /guardian /carer or other *ANH* employees.

You must report to *ANH* any online contact initiated by a child or young person that is



*Anywhere Neighbourhood House*

outside of your official role.



# Appendix 2: Child and Youth Safe Framework Compliance Tool

This tool has been designed to assist organisations to embed the necessary culture, behaviours, policies and procedures to ensure child and youth safety is prioritised and documented.

## Universal Principle for Aboriginal Cultural Safety

The Universal Principle: Applies across all 10 Child and Youth Safe Standards.

This means: Organisations must provide an environment that ensures Aboriginal and Torres Strait Islander children's right to cultural safety is respected.

How do we know ANH is complying?

Has ANH provided cultural safety training opportunities? Interacted in events that promote cultural safety?	
Have new staff been inducted in the Universal Principle? E.g. Attachment A: <i>Aboriginal Cultural Safety Guide</i>	
Does ANH have other ways it has upheld the Universal Principle?	

## Standard 1: Child safety and wellbeing is embedded in organisational leadership, governance and culture.

All people in the organisation care about children and young people's safety and wellbeing above everything else. They make sure they act that way and lead others to act that way.

How do we know ANH is complying?

Embedding child safety	
Does ANH have an up-to-date Child Safety Policy? Is it due for review?	
Does ANH have an Expected Behaviours Guide?	





Have relevant and new staff been inducted into the policy? Have you provided any training?	
Has ANH made a public commitment to child and youth safety? E.g. poster in the House, social media/media release, community engagement, etc.	
<b>Risk assessment and mitigation</b>	
Does ANH have an effective risk management strategy? Risk management focuses on preventing, identifying and mitigating risks to children and young people. How is risk actively monitored to respond to potential risks to the safety of children and young people?	
Is Child Safety included in ANH's risk register? When was the last risk assessment done?	
<b>Record keeping</b>	
Do staff know accurate records must be kept about all incidents affecting child and youth safety? <i>(including any decisions and responses)</i>	



**Standard 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously**

Children and young people are told about their human rights, have a say in decisions and are taken seriously

How do we know ANH is complying?

Have there been examples of children and young people having their say to inform decision-making? What opportunities are there? Has ANH responded to feedback?	
Has ANH held age-appropriate well-being programs? <i>e.g. that may support protecting themselves from potentially abusive situations, and becoming aware of how to seek help if needed</i>	
Has ANH provided access to resources to promote their wellbeing? <i>E.g. to prevent bullying, harassment, violence and abuse and promote healthy friendships.</i>	
Has ANH thought about how to promote inclusivity and support to all children with diverse needs?	

**Standard 3: Families, carers, and communities are informed and involved in promoting child safety and wellbeing.**

Families, carers, and communities know about and are involved in the organisation's child safety and wellbeing activities.

How do we know ANH is complying?

Are families, carers and/or community aware of ANH's promotion of child	
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safety? Is the Child and Youth Safety Policy easily available publicly?	
Does ANH have specific staff children, families and carers can go to discuss child safety? Are they easy to identify?	
Have families, carers and/or community participated in decisions affecting their child? ( <i>where appropriate</i> )	
Has ANH worked with any strategic partners aimed at promoting children and youth well-being? <i>E.g. YNOT, Working It Out, etc.</i>	
Does ANH's complaint handling policies keep families/carers informed? Is there a way to deal with potential unsafe situations that may arise from including family/carers in decisions/complaints?	

**Standard 4: Equity is upheld and diverse needs respected in policy and practice.**

This means: The rights of every child and young person are being met, and children and young people are treated with dignity, respect and fairness.

ANH upholds equity for all children and prevents child abuse and harm resulting from discrimination based on disability, race, ethnicity, religion, sex, intersex status, gender identity or sexual orientation

**How do we know ANH is complying?**

Does ANH have a public commitment to cultural diversity? Is ANH welcoming to a diverse community? Do we have posters In the House portraying cultural diversity?	
Does ANH have a calendar of diverse events?	



Has ANH held any cultural diversity training?	
Do we communicate relevant policies and procedures to culturally and linguistically diverse communities?	
Has ANH made any changes to support participation by all children and young people and respond to all children's needs?	
Have any specific barriers or challenges in the House been identified for Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and young people? Is there a plan in how to address?	

**Standard 5: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.**

People working with children and young people are safe to work with them and are respectful of them. They are taught how to keep children safe and well.

**How do we know ANH is complying?**

Do all staff and volunteers have <i>Working with Vulnerable People Checks</i> ? Have they been sighted? Has staff/volunteer been interviewed? Have staff/volunteers been reference checked? Is this recorded on a register?	
Do all staff and volunteers have current police check?	
Have all staff and relevant volunteers been inducted into the Child Safety Policy?	
Recruitment is an opportunity to promote	



ANH's public commitment to child safety. Has this been included in recruitment processes? e.g. job advertisements, position descriptions, encouraging diversity, etc.	
Has child safety been included in team meetings? Discussed in professional development and performance reviews?	

**Standard 6: Processes to respond to complaints and concerns are child focused.**

Children, young people, families, carers, staff and volunteers are listened to and can share problems and concerns.

**How do we know ANH is complying?**

Does ANH have a process to deal with different types of complaints including concerns, suspicions, disclosures, allegations and breaches of the Code of Conduct?	
Does ANH have staff that children can report concerns directly to? Are they easily identifiable? There should be more than one person allowing multiple pathways to raise a concern	
Is the complaint process accessible and publicly available? Are there age / culturally appropriate processes?	
How are complaints recorded? It is essential that details are recorded accurately. How are they kept confidential?	
How will ANH support children, families, carers and staff if a concern is raised?	



**Standard 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.**

Staff and volunteers keep learning all the time so they know how to keep children and young people safe and well.

How do we know ANH is complying?

What child safety or well-being training has been done?	
Have there been other opportunities for professional development in this area?	

**Standard 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.**

Children and young people are safe in online and physical spaces.

How do we know ANH is complying?

How are the physical and online environments monitored to make sure they are safe?  Have any specific measures been taken? <i>Physical environments can be altered to increase natural lines of sight while respecting a child's right to privacy. Higher-risk areas such as change rooms, cars, boarding facilities and offsite locations can be managed using specific safety measures, e.g. spot checks and logbooks.</i>	
Are there clear guidelines to acceptable online behaviour?	
Have any online safety programs / training happened?	
Have risk assessments been done and documented for any excursions / events?	
Are relevant contractors compliant with the Child and Youth Safe Organisations Framework?  Do you have copies of documents that	



prove this? Do their staff have correct clearance? Sight documentary evidence.

**Standard 9: Implementation of the Child and Youth Safe Standards is regularly reviewed and improved.**

The organisation keeps reviewing and improving its child safety and wellbeing practices

How do we know ANH is complying?

Is this checklist regularly reviewed?	
Is the Child Safety Policy included in regular governance reviews? Are staff consulted to make sure policy not only fulfills legal obligations but is fit for purpose (e.g. new risks emerge and may not to be included in Expected Behaviours)	
Are incidents, concerns and complaints reviewed? It is good to learn from previous incidents, to understand where there may be gaps in the processes and supporting governance framework and update if needed	

**Standard 10: Policies and procedures document how the organisation is safe for children and young people.**

The organisation writes down how it keeps children and young people safe and well and makes sure that everyone can see these documents.

By completing the above ANH will ensure we are able to demonstrate how we keep child and young people safe.



## Appendix 3: Resources

### Policy Context

Department for Premier and Cabinet: [Change for Children strategy and action plan](#)

Tasmanian Government: ['It Takes a Tasmanian Village': Child and Youth Wellbeing Strategy](#)  
[Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings](#)

[Royal Commission into Institutional Responses to Child Sexual Abuse](#)

### CYSOF Compliance

Australian Government: [Practical tools for implementing the National Principles](#)

Tas Justice: [Interim compliance guidance for organisations](#)

NSW Office of the Children's Guardian: [Codes of Conduct – a guide to developing child safe codes of conduct](#)

### Resources for help

[Strong Families Safe Kids](#): phone line and online contact form

[Tell Someone Tas](#)

[Sexual Assault Support Service, Laurel House](#)

[Arch, Hobart & Launceston](#)

### Reporting Guidance

Tas Justice: [Information Sheet: The Reportable Conduct Scheme](#)

Australian Institute of Family Studies: [Responding to children and young people's disclosures of abuse](#)

Australian Institute of Family Studies: [Mandatory reporting of child abuse and neglect](#)

Safe + Equal: [Guidance on responding to disclosures](#)

LegalAid: [Information for Mandatory Reporters](#)

### Other

Australian Human Rights Commission: [What are Children's Rights?](#)

Berry Street: [Guidance on appropriate sexualised behaviour in children and young people](#)

Blue Knot: [Trauma-informed conversations](#)