

CHILD SAFE

Objective

- To ensure Council is compliant with NSW child protection legislation; including, mandatory reporting, recruitment and selection and responding to allegations against staff involving children and young people.
- To articulate the professional and legal obligations of Council staff in relation to child protection.
- To ensure Council implements procedures for the prompt and confidential response to all allegations against Council staff, volunteers, students and persons undertaking work experience and contractors/suppliers where a child or young person is involved.
- To promote the health, safety, wellbeing of children and young people.
- To ensure Council provides a safe environment for children and young people whilst on Council premises and utilising Council services.
- To ensure that Council is implementing best practice approaches to child protection, and in this regard is responding to recommendations from the *Royal Commission into Institutional Responses to Child Sexual Abuse (2017)* that affect local government.

Scope

This Policy applies to all full-time, part-time, casual, temporary and fixed term council employees (and includes agency staff, students on placement and work experience students, volunteers, facility hirers, lessees, contractors and sub-contractors and Councillors)

The Policy also applies to the management of contracted service providers and grant and sponsorship recipient delivery services involving child related work, either on behalf or in conjunction with the Council.

Policy

This Policy reflects Councils commitment to:

The Office of the Children's Guardian's Principles for Child-Safe Organisations (2017):

- Principle 1: The organisation focuses on what is best for the children.
- Principle 2: All children are respected and treated fairly.
- Principle 3: Children's families and communities are welcome and encouraged to participate in the organisation.
- Principle 4: Children receive services from skilled and caring adults.

The Child Safe Standards Identified in Context of the Royal Commission (2017):

1. Child safety is embedded in institutional leadership, governance and culture.
2. Children participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved.
4. Equity is upheld and diverse needs are taken into account.
5. People working with children are suitable and supported.
6. Processes to respond to complaints of child abuse are child focused.
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.
8. Physical and online environments minimise the opportunity for abuse to occur.
9. Implementation of the Child Safe Standards is continuously reviewed and improved.
10. Policies and procedures document how the institution is child safe.


Operational Procedures

This Policy should be read in conjunction with the following operational procedures.

Gilgandra Shire Council Child Safe Procedure.

Relevant Legislation

- *Child Protection (Working with Children) Act 2012*
- *Child Protection (Working with Children) Regulation 2013*
- *Children's and Young Persons (Care and Protection) Act 1998*
- *Children's Guardian Act 2019*
- *Civil Liability Amendment (Organisational Child Abuse Liability) Act 2018*
- *Crimes Act 1900*
- *Local Government Act 1993*
- *National Redress Scheme for Institutional Child Sex Abuse Act 2018 (Cth)*
- *NSW Child Safe Standards*
- *NSW Children (Education and Care Services National Law Application) Act 2010*
- *Privacy and Personal Information Protection Act 1998*
- *State Records Act 1998*



Associated Documents

Nil

Document Control

Responsible Officer:	Executive Leader for Transformational Change		
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