

Child Safety Policy

Consistent with our values of Respect, Empowering People, Reflective Leadership, Professionalism and Creating Connected Communities, My Supports is committed to ensuring the safety and wellbeing of children and young people and will endeavour to provide a safe and supportive environment.

All children, regardless of age, disability, gender, racial heritage, religious belief and sexual orientation or identity have the right to equal protection from all types of harm or abuse.

My Supports does not tolerate abuse or neglect of children in any form and take a proactive approach to child safety through embedding a child safe culture to minimise risks, identify and manage any signs or allegations of child neglect or abuse. We recognise the moral and legal obligations of National Principles for Child Safe Organisations and commit to embedding the principals within our practice:

- Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- Families and communities are informed and involved in promoting child safety and wellbeing.
- Equity is upheld and diverse needs respected in policy and practice.
- People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- Processes to respond to complaints and concerns are child-focused.
- Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- Implementation of the [National Child Safe Principles](#) is regularly reviewed and improved.
- Policies and procedures document how the organisation is safe for children and young people.

Employee Training

We require all employees to complete a full induction to My Supports which includes our Code of Conduct, mandatory training tailored to roles, risk management and recognising and reporting abuse training.

Safe Recruitment of Employees

We have a rigorous screening and selection process which includes NDIS Worker Screening for Risk Assessed Roles and state/territory Working with Children checks where employees are involved in direct care of a child.

Responding to Suspected or Alleged Abuse

Employees are responsible to report any disclosures or suspicions of child abuse, with robust internal procedure to manage suspicion / allegations of abuse.

Where an allegation of misconduct is made against an employee in the organisation in relation to a child, we will prioritise support of the child. We will support the employee during the allegation and investigation while ensuring child safety at all times.

We will meet our statutory requirements for reporting suspected abuse.

Providing Opportunity for Open and Safe Communication

Any child, client, carer or employee may raise a concern or complaint with us, either written, direct, phone and email or via our webpage mysupports.com.au/contact-us.