

STREAT Child Safety and Wellbeing Policy

STREAT is a child safe organisation.

STREAT is a child safe organisation committed to promoting the wellbeing of children and young people with diverse backgrounds and a range of lived experiences. We are committed to being a safe and friendly space for children and young people while recognising, respecting and promoting their rights.

All people who conduct work for STREAT, paid or unpaid, are expected to act ethically to ensure the safety and wellbeing of children and young people.

Scope and Responsibilities:

The *Child Wellbeing and Safety Act 2005*, which sets out the Child Safety Standards, defines a child as a person under 18. STREAT works with young people aged 16-24. Although the Child Safety and Wellbeing Policy refers to 16 and 17-year-olds participating in STREAT's Youth Programs, STREAT adopts an approach of care and concern for all participants.

We expect all people who undertake work for STREAT (including but not limited to staff, volunteers, interns, trainees, contractors, consultants, board members and executive leadership) to create safe spaces for children and young people actively. Our Child Safety and Wellbeing Policy applies to all activities at STREAT where children and young people may be present, including regular café operations, horticulture operations, office locations, and all Youth Programs sites and activities.

All people who undertake work for STREAT in an ongoing way are required to hold a Working with Children's Check and participate in a thorough interview process, followed by an Induction and Boundaries workshop.

STREAT's Child Safety and Wellbeing Policy is included in the Human Resources Manual (HR Manual) and the Youth Programs Manual (YP Manual), and forms part of the Contract with STREAT.

The Youth Programs Manager is responsible for receiving and responding to any complaints from trainees and communicating them to the Chief Impact Officer and/or Chief Operating Officer and/or Deputy Chief Executive Officer. Additional policies and procedures on external reporting, record keeping, information sharing and risk assessment relating to children and young people are available in the Youth Programs Manual.

To prevent or report any complaints occurring in the workplace in regard to the safety and wellbeing of children and young people:

- Paid and unpaid staff should report any complaints by trainees to the Youth Programs Manager.
- Paid and unpaid staff should report any concerns for the safety and wellbeing of children and young people to the Youth Programs Manager.
- The Youth Programs Manager will investigate the concerns and complaints and communicate this to the Chief Impact Officer and/or Chief Operating Officer and/or Deputy Chief Executive Officer.

Relevant legislation, regulations and external policies:

- Schedules 1 and 2 of the Child Wellbeing and Safety Act 2005 (the Act) set out the categories of organisations and businesses that need to comply with the Child Safe Standards (CSS).
- As an organisation that provides services to people under 18, STREAT is required by law to comply with the CSS.

- YP Manual, Section 3.2, Relevant legislation and professional codes of ethics.

Internal policies and procedures related to child safety and wellbeing at STREAT:

- Code of Conduct: HR Manual, Section 5
- Complaints Procedure: HR Manual, Section 7.5
- Risk Mitigation Strategies and Risk Assessment Matrix: YP Manual, Section 3.3
- Youth Programs Governance: YP Manual, Section 3.1
- Reportable Conduct: YP Manual, Section 16
- Consent to Share Information: YP Manual, Section 14.4
- Clear Critical Incident and Trainee Safety Processes: YP Manual, Section 3.3
- Version Control and Review: HR Manual, Section 2.3; YP Manual, Section 2.2.

This policy has been approved by the Youth Programs Manager, Chief Impact Officer and the Chief Executive Officer. STREAT Youth Programs and HR review this policy every time legislation updates. The most recent update occurred in July 2022. For more information on STREAT's Child Safety and Wellbeing Policy, reach out to the Youth Programs Manager.