

# Child



## Safety and Wellbeing Policy

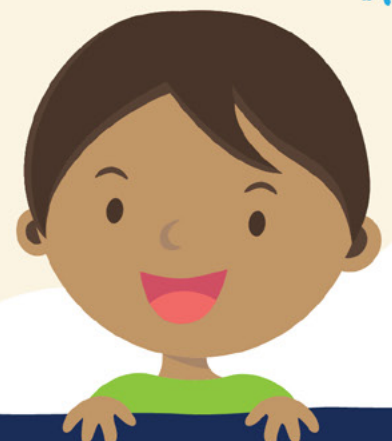
### **Our commitment to children and young people:**

#### **Peninsula Leisure:**

- will not tolerate children and young people being abused or harmed.
- believe children and young people have the right to be safe and feel safe.
- believe children and young people have the right to speak up and participate in decisions that affect them.
- will take steps to deliberately protect children and young people from physical abuse, sexual abuse, emotional abuse, neglect, and exposure to family violence.
- commit to protecting children across every facility we manage, and through every service and program we deliver.
- will actively encourage children to raise issues, and we will treat all reports of child safety concerns seriously.

#### **This policy applies to:**

- everyone who works for or volunteers at Peninsula Leisure and everyone who visits our facilities.



**Keeping children and young people safe is everyone's business!**

Visit our Child Safety website here



## Cultural Safety

Everyone who works at or visits one of Peninsula Leisure's facilities will be treated equally and feel safe being who they are.

We will act if we see or hear about discrimination. We welcome and respect people from all different backgrounds, including those:

- with a disability
- from other countries, or who speak different languages
- who are unable to live at home
- who identify as LGBTIQ+
- who are Aboriginal and Torres Strait Islander



## Staff Recruitment and Training

Before someone comes to work for us, we will make sure they understand our commitment to child safety and that they need to agree to help us keep children and young people safe.

We will require a police check prior to giving them a job, and we will make sure all employees always have a valid Working With Children Check.

All employees will learn about child safety and will do regular training each year to keep their knowledge up to date. Any employee who doesn't follow our policies and procedures will be disciplined.



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## Reporting Allegations and Complaints

You have the right to feel safe and happy at Peninsula Leisure facilities. If you feel sad, scared, yucky, or if something isn't right, please tell us immediately.

If Peninsula Leisure, or any employee of Peninsula Leisure receives any of the following types of child safety complaints, regardless of whether it's from an adult or a child, we will take it seriously and will report it to the authorities:

- a disclosure from a child about an allegation of abuse, harm or neglect;
- a suspicion that child abuse is occurring, or that a child may be at risk of abuse;
- a concern about a child's safety;
- there has been a breach of this policy.

All employees of Peninsula Leisure must report all child abuse complaints according to the law and our own policies and procedures.



## Privacy

Peninsula Leisure will protect a person's right to privacy according to the law.

Any information relating to a report of child abuse or allegation will be kept confidential. This means we will only share information about the complaint with the authorities and/or the people in Peninsula Leisure who need to help with the complaint.



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