



Child Safe Policy

Policy Title	Child safe policy
Purpose	<p>To ensure North Coast Pathway provides a safe and supportive environment for all children and young people who engage with our services and operations.</p> <p>This policy outlines our commitment to safeguarding children from harm, abuse, and neglect, and establishes the principles and procedures that guide our actions to protect their well-being. We are dedicated to fostering a culture of safety, respect, and inclusion, where the rights and dignity of every child are upheld.</p>
Scope	<p>We require all stakeholders who work with children to</p> <ul style="list-style-type: none">• comply with this policy and prioritise the prevention of harm to children and young people• uphold the rights of children and actively empower them to participate to the best of their ability• provide a safe and inclusive environment free from discrimination or harassment• report any breach (of this policy, procedure or Child Safe Code of Conduct) to the Head Teacher &/or Principal• take steps to ensure all children can actively contribute to the organisation regardless of their ability, race, gender or cultural background• use positive and encouraging language when working with children• refrain from language that is discriminatory, racist, sexist, offensive or belittling• act on any concerns raised by a child that indicate they may be unsafe• avoid situations that place children at risk of harm• refrain from any conduct that is considered abusive, neglectful or grooming• notify and seek approval for any interaction with a child outside our services, either professionally or personally, unless that child is a close family member• hold a Working with Children Check (WWCC) clearance, unless exempt• provide their WWCC number when requested for us to verify.
Roles and Responsibilities	<ul style="list-style-type: none">• Child protection is the responsibility of all staff.• The Principal is responsible for developing and implementing the policies and procedures and is the <i>Head of the Entity</i> for reportable conduct.• The Quality Assurance Manager checks the policies and procedures are adhered to.



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Commitment to Child Safety	<ul style="list-style-type: none">• North Coast Pathway are committed to providing a safe and inclusive place for children and young people.• We use the Child Safe Standards to underpin how we keep children safe.• We uphold the rights of all children to participate to their full capacity, regardless of their gender, race, ability or cultural background.• Our services and operations meet child protection requirements and legislative obligations.• This policy has been developed to protect children and young people. It includes guidance for people who work with them, in how to appropriately act when engaging with them.• Supporting this document are other policies and procedures that aim to identify and prevent behaviour that may be harmful to children and young people.• These supporting documents have been developed to guide appropriate behaviour and encourage all staff, both paid and volunteer, to create, maintain and improve a safe environment.• We encourage and support the participation of children and young people in the development and ongoing reviews of this policy.• We understand that by listening to them we will better know how to keep them safe.• The Principal, Head Teacher and Quality Assurance Manager promote reporting any breach of our policies, procedures and codes of conduct, and will act to ensure the safety, welfare and wellbeing of children are upheld.• Failing to observe this policy and any supporting policies, procedures or any other relevant code of conduct, may lead to disciplinary action in accordance with our disciplinary policy.• In the event of a breach of the law, the matter will be reported to NSW Police or other relevant government agency.• The advice in this policy should be always followed. In the event of an emergency staff members should contact Principal Ted Nabung as well as relevant authorities.
Content	<ul style="list-style-type: none">• Purpose• Scope• Roles and Responsibilities• Statement of Commitment to Child Safety• Definitions• Policy Statement



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Definitions	Physical abuse	<ul style="list-style-type: none">• Physical punishment• Pushing, shoving, punching, slapping and kicking resulting in injury, burns, choking or bruising
	Lack of appropriate care (neglect)	<ul style="list-style-type: none">• Lack of supervision• Not providing adequate nourishment• Not providing adequate medical care, clothing or shelter• Lack of education
	Psychological abuse	<ul style="list-style-type: none">• Bullying• Threatening and abusive language• Intimidation• Shaming and name calling• Ignoring and isolating a child• Exposure to domestic and family violence
	Sexual abuse	<ul style="list-style-type: none">• Sexual touching of a child• Grooming• Production, distribution or possession of child abuse material
	Misconduct	<ul style="list-style-type: none">• Inappropriate behaviour that may not be as severe as abuse, although could indicate that abuse is occurring and would often be in breach of an organisation's Child Safe Code of Conduct• Comments to a child that express a desire to act in a sexual manner towards them or another child
Policy Statement	<p>North Coast Pathway ensures that all staff and volunteers follow and meet the requirements for child protection as required by the Child Protection (Working with Children) Act 2012, Child and Young Persons (Care and Protection) Act 1998 and the Children Guardians Act 2019. Policies and procedures include</p> <ol style="list-style-type: none">1. Working with Children Check (WWCC)2. mandatory reporting of risk of significant harm3. reportable conduct4. informing staff annually and5. a system for stakeholder complaints.	



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Related Documents	<ul style="list-style-type: none">• Child Safe Code of Code of Conduct• Child Safe Risk Management Plan (CSRMP)• Child Safe Recruitment Policy• Child Safe Reporting Policy
Related legislation, regulation and standards	<ul style="list-style-type: none">• Children’s Guardian Act 2019• Child Protection (Working with Children) Act 2012• Child Protection (Working with Children) Regulation 2013• Children and Young Persons (Care and Protection) Act 1998• Crimes Act 1900• Children and Young Persons (Care and Protection) Regulation 2012• Children and Young Persons (Care and Protection) (Child Employment) Regulation 2015• Disability Inclusion Act 2014• Anti-Discrimination Act 1977• Child Safe Standards• Teacher Accreditation Act 2004• Disability Standards for Education 2005
Publication	This document is publicly available on North Coast Pathway’s website or in hard copy by request.
Review	Annual review and following an incident.