



## Working with Children & Child Safe Environments

*This document outlines the Working with Children & Child Safe Environments policy of the Can:Do Group.*

### Keeping Children Safe

Can:Do Group ensures children feel safe and protected from harm. Our policy follows laws including the Children & Young People (Safety) Act 2017 and the National Principles for Child Safe Organisations, focusing on clients under 18 to create a secure environment for them.

This policy ensures children feel safe by:

- Being proactive in safeguarding their well-being
- Requiring appropriate checks for at-risk roles.
- Training staff to prevent and identify harm
- Informing children about their rights and how to report incidents

### Gathering Feedback

We gather feedback from children, young people, families, and staff to improve our child safety policies. We value their input and offer various ways to share feedback. We also help them develop participation skills by creating personalised support plans and regularly reviewing progress.

Our staff must connect & build trusting relationships with children and young people, ensuring they feel safe and heard. We want to encourage them to share their needs and concerns. This allows them to provide feedback or raise any issues they may have.

### Mandatory Reporting

Our staff are mandated reporters under the Children and Young People (Safety) Act 2017. They must report any signs of harm or risk of harm to children, as mandated by law. We provide training and resources to ensure our staff understand their reporting obligations and can confidently fulfil them without fear of retribution.

Our organisation follows our Statement of Commitment to workers, ensuring they understand their roles and responsibilities and collaborate to support children and young people in care.

Our Employees must:

- Keep current checks (Working with Children and NDIS Screening)
- Follow job descriptions
- Adhere to policies and procedures
- Give feedback on policies and practices
- Report any risks or harm to children immediately
- Share complaints and incidents with management
- Follow National Principles for Child Safe Organisations and state laws

Our Contractors must:

- Understand and agree to the policy and Code of Conduct
- Provide current checks if working with children
- Fulfil their contract obligations