



SAFEGUARDING CHILDREN AND YOUNG PEOPLE AT THE YMCA



The safety and well-being of children and young people is our highest priority at the YMCA. The more that child protection is discussed in the community, the greater awareness levels are developed. The information in this brochure helps everyone in our community to increase their awareness and to help protect children and young people from any form of harm or abuse.



MESSAGE FROM OUR CEO, ALAN BRAY

Our vision at the YMCA is for everyone to have the opportunity to be healthy, happy and fulfil their potential. Our YMCA has a unique opportunity to achieve this as we are entrusted to care for thousands of children and young people every day in our recreation centres, outside school hours care, family day care and long day care services.

Our YMCA has developed strong processes and procedures to help keep children and young people safe. We have clear policies, stringent employment procedures including Working with Children Checks, as well as regular staff training.

We are committed and serious about our obligation to ensure the safety of children and young people in the YMCA. As a responsible adult, please join me in speaking out and taking action to keep our community safe.

A SAFE ENVIRONMENT

At the YMCA we employ suitably qualified staff to supervise, care for and educate children and young people across all of our programs and services. We strive always, to act in the best interests of children and young people who are entrusted to our care and take all reasonable steps to ensure their safety. Above all, we are committed to providing an environment where everyone is protected from any form of abuse or mistreatment.

The YMCA is very proud to have achieved accreditation as a child safe organisation through the Australian Childhood Foundation, following an independent and comprehensive review of our organisational policies and procedures. The program is a unique voluntary accreditation scheme for organisations who have a duty of care to children and young people whilst delivering a service or activity to them and/or their families. The program systematically builds the capacity of organisations to keep children and young people safe from abuse.

SAFEGUARDING CHILDREN AND YOUNG PEOPLE FRAMEWORK

The YMCA has a culture of awareness and vigilance supported by:

- Staff and volunteer screening, training and code of conduct
- Clear documented policies and procedures
- Incident reporting, management and analysis
- A focus on staff and volunteers documenting any concerns they may have
 - A culture of 'if you see something ...say something'
 - A consideration of facility design





RECRUITMENT PRACTICES

We require that all staff and volunteers undergo an extensive screening process prior to appointment. Successful applicants must:

- Maintain a current Working with Children Check
- Complete a face to face interview
- Pass three reference checks
- Read, understand and sign off on the safeguarding children and young people policy and code of conduct
- Complete the Australian Childhood Foundation's safeguarding children and young people training program

OUR COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

At the YMCA we will:

- Act in accordance with our values of honesty, respect, caring and responsibility
- Respect the rights of children and young people
- Take all complaints and allegations seriously
- Respond to and report any concerns we have about the safety of children and young people
- Ensure all staff and volunteers comply with our Safeguarding Children and Young People policy and code of conduct

BABYSITTING AND PRIVATE COACHING SERVICES

The YMCA does not support our staff to contract directly with individuals or families outside of the workplace.

“IF YOU SEE SOMETHING ... SAY SOMETHING”

We encourage everyone to speak up and report suspected child abuse.

If there are concerns about the safety of a child, young person or vulnerable adult within a YMCA program or facility please report it to the Manager on duty or call **3253 1706** or email child.protection@ymcabrisbane.org

If you believe a child or young person is in immediate danger or is in a life-threatening situation, contact the Queensland Police Service immediately by dialling 000.

If you, or someone you know, would benefit from further information, the following organisations may be able to help.

Department of Child Safety | 1800 811 810

Lifeline | 13 11 14

Family Violence & Sexual Assault | 1800 737 732

Kids Help Line | 1800 551 800



For further information visit:

www.ymcabrisbane.org/about/safeguarding-children.html



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ymcabrisbane.org