

# 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.



## 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

## Message from our CEO

Alan Bray



Our Mission is to provide opportunities for all people to grow in body, mind and spirit.

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 early learning 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 Y.

As a responsible adult, please join me in speaking out and taking action to keep our community safe.

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.

**At the Y we respect the rights of children and young people.**

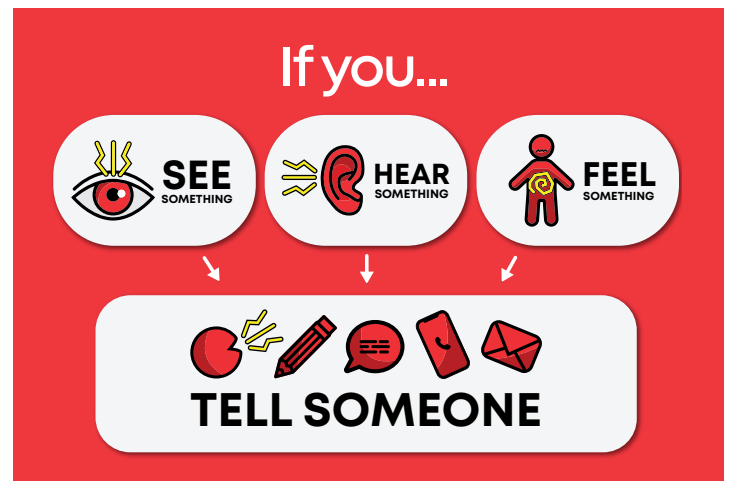


## Safeguarding Framework

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, hear something or feel something... tell someone
- A consideration of facility design

**If you see something, hear something or feel something... Tell someone.**



## Recruitment Practices

We require staff and volunteers to 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.

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 [safeguarding@ymcabrisbane.org](mailto:safeguarding@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
Family Violence & Sexual Assault:	1800 737 732
Lifeline:	13 11 14
Kids Help Line:	1800 551 800