

Rationale

SDN is committed to keeping children and young people safe and protecting children and young people from all forms of abuse and neglect, bullying and exploitation.

At SDN protecting children is everyone’s responsibility. All SDN Board Directors, staff and volunteers have a legal, moral, and purpose-driven responsibility to protect children and young people and to create and maintain a child safe culture.

Scope

This policy covers all SDN Board members, staff members, volunteers, students and contractors (from hereon referred to as 'staff') and relates to children and young people under the age of 18.

Policy

As a child safe organisation, SDN takes action to protect children and young people from the risk of abuse and neglect, respond to concerns of risk of harm and to reduce the risk of harm.

Child abuse and neglect can take on many forms including physical, sexual or psychological abuse, exposure to domestic violence, as well as cumulative risk of harm. Children, young people and families can also be groomed by potential perpetrators of abuse to make it easier to commit abuse and harder to identify.

Child protection is an important part of being a child safe organisation.

As an organisation and as individuals we will:

- act to protect from abuse, all children and young people who access any of our programs, services, or facilities, including online activities
- have policies and procedures that help us to keep children safe, and hold everyone accountable to these, including the SDN Code of Conduct
- include child protection measures in screening, recruitment, probation, and performance review processes. Refer to SDN’s *Recruitment Selection and Appointment Policy* and *Working with Children and Vulnerable People, NDIS Worker and Police Checks Procedure*
- train staff on how to keep children and young people safe from abuse and to know about, see and respond to child abuse
- report all child safety concerns or complaints to relevant internal and/or external authorities. Refer to SDN procedures for *Responding to Concerns of Risk of Harm* and *Reporting an Allegation of Possible Reportable Conduct or Reportable Incident*.

- help children and young people to do what they want to do safely and to feel safe
- help children and young people to be able to know what unsafe situations might be and what they can do to be safe in a way that is practical for their abilities
- help children and young people know how to tell us if they feel unsafe in a way that is practical for their abilities
- listen to children and young people, take their safety concerns seriously and address any concerns they raise with us
- help families and members of the public know how to raise concerns about child abuse and neglect with us
- listen and respond to concerns raised about the abuse and neglect of children and young people
- support families to protect their children and young people
- communicate honestly and openly with families about abuse and neglect of children and young people
- comply with all relevant legislation
- report on how well we are keeping children safe from abuse and neglect and continuously improve.

Related SDN Documents

Policies

- GI-HLP-1.07: Providing a Child Safe Environment
- GI-HLP-1.09: Privacy and Protection of Information
- GI-HLP-1.10: Code of Conduct
- GI-OP-1.13: Complaints Management
- SD-OP-2.04: Guiding Children’s Behaviour and Developing Social Competency
- SD-OP-2.05: Supervision of Children
- SD-OP-2.18: Excursions, Incursions and Regular Outings
- SD-OP-2.19: Death of a Child
- SD-OP-2.22: Relationships with SDN children, young people and families outside of work
- SD-OP-2.24: Interactions with Children
- HR-OP-3.06: Onboarding and Probation
- WHS-HLP-4.01: Work Health and Safety

CHILD PROTECTION POLICY		GI-HLP-1.33	
Approved by SDN Board of Directors	Approval Date March 2025	Review Date March 2029	Page 2 of 4

Procedures

- GI-PRO-1.33-01: Reporting an Allegation of Possible Reportable Conduct or Reportable Incident
- GI-PRO-1.33-02: Responding to Concerns of Risk of Harm
- HR-PRO-2.02-03: Working with Children and Vulnerable People and Police Checks

Other SDN Document

- SDN's Strategic Plan
- [SDN Statement of Commitment to Child Safety](#)

Relevant Legislation/Regulations

- Children and Young Persons (Care and Protection) Act 1998
- Children and Young People Act 2008
- Children Legislation Amendment (Wood Enquiry Recommendations) Act 2009
- Children's Court Act 1987
- Child Protection (Working with Children) Act 2012
- Child Protection (Working with Children) Regulation 2013
- Commission for Children and Young People Act 1988
- Community Services (Complaints, Reviews and Monitoring) Act 1993
- NSW Children's Guardian Act 2019
- Ombudsman Act 1989 (ACT)
- Working with Vulnerable People (Background Checking) Act 2011
- Royal Commission Criminal Justice Legislation Amendment Act 2019
- Education and Care Services National Law Act 2010, sections 166 to 167
- Education and Care Services National Regulations, regulations 84, 168 (h)
 - Schedule 1: National Quality Standard, Quality Area 2, standard 2.3, elements 2.3.2, 2.3.4, 5.2.3, 7.1.5
- National Standards for Disability Services
- NDIS Practice Standards and Quality Indicators
- NDIS Incident Management and Reportable Incident Rules 2018

CHILD PROTECTION POLICY		GI-HLP-1.33	
Approved by SDN Board of Directors	Approval Date March 2025	Review Date March 2029	Page 3 of 4

Other References/Related Documents

- The NSW Mandatory Reporter Guide <https://reporter.childstory.nsw.gov.au/s/mrg>
- The ACT Child Concern Report [Provision of Information to Child, Youth and Family Safety](#)
- NSW Interagency Guidelines for Practitioners - Collaborative Practice in Child Wellbeing and Protection. <https://dcj.nsw.gov.au/service-providers/deliver-services-to-children-and-families/nsw-interagency-guidelines-for-practitioners.html>
- The National Principles for Child Safe Organisations
- NSW Child Safe Standards
- ACT Child Safe Standards
- NSW Reportable Conduct Scheme - NSW Office of the Children's Guardian <https://www.ocg.nsw.gov.au/child-safe-organisations/reportable-conduct-scheme>
- NSW Children's Guardian Reportable Conduct Fact Sheets <https://www.ocg.nsw.gov.au/child-safe-organisations/reportable-conduct-scheme/fact-sheets>
- ACT Ombudsman Reportable conduct webpage: <https://www.ombudsman.act.gov.au/accountability-and-oversight/reportable-conduct>
- ACT Ombudsman Practice Guide No. 2: Identifying Reportable Conduct [ACT Ombudsman Fact Sheet](#)
- National Framework for Protecting Australia's Children
- Australian Research and Alliance for Children and Youth (ARACY)
- Keeping Children and Young People Safe 2009
- Keep Them Safe: A Shared Approach to Child Wellbeing: 2009, Justice Wood.
- International Convention on the Rights of the Child

CHILD PROTECTION POLICY		GI-HLP-1.33	
Approved by SDN Board of Directors	Approval Date March 2025	Review Date March 2029	Page 4 of 4