

COVENANT FOOD & YOUTH OUTREACH

Child Safety & Wellbeing Policy

Our Commitment

Covenant Food & Youth Outreach is committed to the safety, wellbeing, and protection of all children and young people involved in our programs. We have zero tolerance for child abuse.

This policy outlines our approach to implementing the National Principles for Child Safe Organisations and the NSW Child Safe Standards.

Section 1: Our Commitment to Children

We are committed to:

- Creating a culture where children feel safe, valued, and respected
- Listening to and taking seriously the views of children and young people
- Ensuring all staff and volunteers are suitable and supported
- Responding promptly and appropriately to any concerns, disclosures, or allegations of harm
- Regularly reviewing and improving our child safety practices

Section 2: National Principles for Child Safe Organisations

We implement the 10 National Principles for Child Safe Organisations:

Principle	Our Approach
1. Leadership & Culture	Child safety is embedded in our leadership, governance, and culture.
2. Children's Rights	Children are informed about their rights and participate in decisions affecting them.
3. Families & Communities	Families and communities are informed and involved in promoting child safety.
4. Equity & Diversity	Equity is upheld, and diverse needs are respected.
5. Suitable & Supported Staff	People working with children are suitable and supported.

6. Child-Focused Complaints	Complaints processes are child-focused and accessible.
7. Ongoing Education	Staff and volunteers are equipped with knowledge and skills through ongoing training.
8. Safe Environments	Physical and online environments promote safety and wellbeing.
9. Regular Review	Implementation of child safe principles is regularly reviewed and improved.
10. Documentation	Policies and procedures document how the organisation is safe for children.

Section 3: Code of Conduct

All staff, volunteers, and participants must comply with our Code of Conduct, which sets out expected behaviour and consequences for breaches.

Section 4: Working With Children Checks

All staff and volunteers working directly with children must hold and maintain a valid Working With Children Check (WWCC) before commencing work.

Section 5: Risk Management

We identify and mitigate risks in physical and online environments. This includes:

- Supervision protocols (two-adult rule)
- Safe use of technology and social media
- Risk assessments for activities and venues
- Appropriate physical contact guidelines

Section 6: Reporting Concerns

Any concern, disclosure, or allegation of harm must be reported immediately to:

Child Safety Officer: [Name]

Email: [Insert Email]

Phone: [Insert Phone]

If a child is at immediate risk, call NSW Police on **000**.

We comply with the NSW Reportable Conduct Scheme and mandatory reporting obligations.

Section 7: Training & Support

All staff and volunteers receive:

- Induction training on child safety policies and the Code of Conduct
- Ongoing education on identifying and responding to harm
- Support and supervision to maintain child safe practices

Section 8: Review

This policy is reviewed annually and updated as required.

Approved by: _____ (Director/Board)

Date: ____ / ____ / ____