**Wear it purple**

**Child-Safe policy**

Wear It Purple wants young people who participate in our programs to have a safe, happy and positive experience. Wear It Purple supports and respects young people, staff and volunteers.

This policy (in conjunction with the Code of Conduct) guides staff and volunteers on how to behave with young people in the organisation. The policy focuses on how young peoples’ participation in the organisation can be promoted and ensures safe spaces for young people within Wear It Purple.

**Support young peoples’ participation**

Wear It Purple supports the active participation of young people in the organisation. This is evident in the structure and operation of the organisation.

**Support staff, volunteers and students**

1. We promote respect, fairness and consideration for all staff, volunteers and students.
2. All staff, volunteers and students have a more senior officer assigned to support and supervise their work.
3. All new staff, volunteers and students will receive a copy of the Child-safe Policy, Code of Conduct and Complaints Handling Process, alongside their Volunteers’ Agreement.

**Recruitment**

1. Wear It Purple will maintain a rigorous and consistent recruitment, screening and selection process.
2. To maintain a rigorous and consistent recruitment, screening and selection process the organisation will use position selection criteria, interviews, references, the Prohibited Employment Declaration, and the Working With Children Check to determine a potential employee’s eligibility and suitability.
3. The Working With Children Check applies to volunteers as well as paid workers, therefore Wear It Purple will maintain rigorous screening of anyone over 18 who volunteers in order to ensure they have the required Working With Children Check (unless they qualify for an exemption).

*All volunteers (including new volunteers) will be phased into the new Working With Children Check from 1 April 2015. Wear it Purple has been a registered body as of July 2015.*

**Dealing with Child Safety concerns and complaints**

1. The organisational procedures for volunteers and workers to report current concern that a young person is at risk of significant harm is outlined in the flowchart below:

Figure 1 - Flowchart for reporting child safety concerns

***\*Reporting risk of significant harm***

*Everyone in the community should be alert to signs of abuse or neglect in children and young people. Their safety, welfare and well-being are a community responsibility. An injury, concerning behaviour or a disclosure may be a trigger to consider whether you should report a child or young person, or whether you or your agency can offer support to prevent significant harm from occurring or continuing.*

*Any member of the community, including mandatory reporters, who suspect, on reasonable grounds, that a child or young person is at risk of significant harm should report their concerns to the Child Protection Helpline. Non mandatory reporters should phone* ***132 111****.*

1. The organisational procedures for volunteers, workers and young people to raise concerns or complaints is outlined in the organisation’s Complaint Handling Process.
2. Wear It Purple will appoint a Child Safety Contact Person to manage all complaints of a child protection nature. **The current Child Safety Contact Person/s are: Mel Smith, Board Member.**

**Training and communication**

1. Wear It Purple will hold regular (at least annual) information sessions for staff, volunteers and students on Child Safe issues
2. Wear It Purple Child Safe Policy will be discussed during induction sessions for all new staff, volunteers and students.
3. Young people joining Wear It Purple will receive a copy of the Child Safe Policy, Code of Conduct and Complaint Handling Process.

**Review**

The policy and guidelines will be reviewed every two years and incorporate comments and suggestions from children and young people, parents, staff, volunteers and students.