

Youth Safeguarding Policy and Commitment to Best Practice

1. Introduction

Raising Changemaker Teens is committed to upholding the dignity, rights, and well-being of every young person engaged in our programs. Our mission is to inspire self-directed learning, authenticity, and purpose in young people, while fostering communities rooted in love-based communication and personal transformation.

This policy draws on the UN Convention on the Rights of the Child, Australian Child Safe Standards, Queensland's Child Protection Act 1999, and Y Care International's global best practices. It defines our safeguarding approach, responsibilities, and ethical conduct in working with young people aged 10-25.

2. Policy Statement

2.1 Our Commitment to Young People

We believe every young person is a Changemaker with evolving capacities. We commit to:

- Protecting them from harm, abuse, or exploitation (aligned with Queensland Child Protection Act 1999) - Honouring their identity, voice, and lived experience
- Nurturing holistic growth across physical, emotional, mental, spiritual, and social dimensions - Fostering culturally safe, neuro-affirming environments

2.2 Our Commitment to Families, Educators, and Staff

We work with caregivers and professionals to co-create youth-centred outcomes. We commit to:

- Ensuring working with children checks and screening compliance (per Blue Card system in Queensland)
- Providing training in The Changemaker Way, including mental health awareness and safeguarding
- Holding space for growth, listening, and reflection without judgement

3. Guiding Principles and Values Alignment

Our work is anchored in the following values, in line with The Changemaker Way:

Authenticity: Young people are supported to discover and be their true selves

Communication Based on Love: We replace fear with understanding, empathy, and connection

Responsibility: Everyone is encouraged to own their life choices, actions, and impact

Collaboration: We co-create outcomes with young people, families, and our wider community

We embrace the Australian National Principles for Child Safe Organisations, including:

- Empowering young people to participate in decisions
- Equitable treatment and recognition of diverse needs
- Transparent governance and accountability

4. Safeguarding and Legal Compliance

Our safeguarding practices include:

- Blue Card screening and compliance with the Queensland Child Protection Act 1999 - Adherence to Australian National Principles for Child Safe Organisations
- Safe handling of personal information, images, and consent in accordance with the Privacy Act 1988 - Clear reporting pathways for disclosures or suspected harm, with alignment to mandatory reporting obligations - Regular safeguarding and youth wellbeing training for staff and volunteers

5. Code of Conduct

All representatives of Raising Changemaker Teens agree to:

- Treat every young person with dignity and respect
- Foster safe, empowering, inclusive spaces
- Communicate with empathy and curiosity
- Model boundaries, consent, and accountability
- No discrimination, coercion, or shaming
- No inappropriate language, touch, or secrecy
- No sharing personal data or stories without permission

6. Policy Monitoring and Review

This policy is reviewed annually and updated in consultation with:

- Youth participants and families
- Changemaker Educators and mentors
- Partner organisations and safeguarding advisors

We document our progress and learning as part of our ongoing commitment to excellence, transparency, and care. This document is compliant with the Queensland Human Rights Act 2019, the UN Convention on the Rights of the Child, and aligns with Y Care International's 2012 Working with Children and Young People Policy

A handwritten signature in black ink that reads "Heidi C".

Heidi Conway

Global Changemaker Educator | Specialist Support Provider