

Rights of the Child Policy

1. PURPOSE

The purpose of this policy is to articulate our organisation’s formal commitment to safeguarding and promoting the human and legal rights of all children and young people. This commitment is grounded in the United Nations Convention on the Rights of the Child, the Australian Human Rights Commission’s National Principles for Child Safe Organisations, and all relevant

Commonwealth, State, and Territory legislative requirements.

Our organisation recognises that the National Principles for Child Safe Organisations establish the minimum national benchmark for ensuring the safety, wellbeing, and participation of children and young people.

Application of the Universal Principle

The Universal Principle applies across all ten (10) Child and Youth Safe Standards. In accordance with this Principle, organisations are required to provide and maintain an environment in which the right to Cultural Safety is respected, protected, and actively upheld. This specifically includes children and young people who identify as Aboriginal or Torres Strait Islander, ensuring their cultural identity, values, and heritage are recognised and supported.

2. SCOPE

This policy applies to all our workers (employees, contractors and volunteers) who provide support to people under the age of 18 years old.

3. DEFINITIONS

Term	Definition
Dignity of Risk	The right of a person to make their own informed choices and live the way they want to live, even if there are risks involved.
Duty of Care	The legal and ethical responsibility to take reasonable care not to cause foreseeable harm to another person or their property.

4. CONTEXT

Our organisation is committed to upholding the human and legal rights of children we support and prioritising their health, safety and wellbeing.

5. POLICY STATEMENT

5.1 Child Safety and Wellbeing

- We will implement and maintain processes to prioritise child safety and wellbeing in our organisational leadership, governance and culture.
- We will uphold the principles of fairness, equity and diversity and strive to create culturally safe environments to suit the individual child’s needs, circumstances, preferences and goals.

5.2 Upholding the Rights of the Child

We uphold the human and legal rights of the child, in accordance with the [UN Convention of the Rights of the Child](#) and the [Australian Human Rights Commission’s National Principles for Child Safe Organisations](#). See Schedule 1 at the end of this policy. We will ensure children we provide support to:

- are treated with courtesy and respect;
- are communicated with in a language, mode and method they are most likely to understand;
- are provided with information that is accurate, up to date and age-appropriate;
- have their support network actively involved in their development;

- have their privacy and personal information protected in accordance with privacy legislation, regulations and principles;
- are encouraged and supported to participate in decisions that affect them, and to exercise freedom of expression and self-determination;
- have choice and control, where appropriate and possible, in the development, provision and review of their support strategies and plans;
- have their right to informed decision-making and risk-taking (dignity of risk) balanced with our duty of care;
- are aware they have a right to an advocate to speak on their behalf, and support them to engage one if requested or required;
- have access to safe environments, including online environments;
- have services and supports delivered by workers with due care and skill and who have the required knowledge, training and screening;
- have safeguards in place to protect them against violence, abuse, neglect, exploitation and discrimination;
- have risks identified, managed and reported appropriately and in a timely manner;
- are aware of their right to make a complaint and report an incident and are assisted and supported to do this, if requested;
- are provided with continuity of support, where possible, when changes or interruptions to regular services and supports occur; and
- are supported to access other services and supports in the broader community.
- We will seek the child's and their family/alternate decision-maker/advocate's input, at a mutually agreed day and time, to review and identify whether the child's rights have been met and adjust the support plan as required.

5.3 Information and Record-keeping

- We will ensure information and records are accurate and up to date.
- We will ensure the client has provided us with all required written consents.
- We will store the information securely to ensure the child's privacy, dignity and confidentiality and make sure it is accessible only to stakeholders authorised to access it.

5.4 Worker Training and Supervision

- We will maintain a skilled and trained workforce with the skills, qualifications, experience, knowledge and awareness to support children.
- We will provide our workers with continuing professional development opportunities that encourage ongoing self-reflection, self-assessment and monitoring of practices.
- We will maintain processes to adequately monitor and supervise workers.

6.SUPPORTING DOCUMENTS

- Evidence-Informed Practice Checklist
- Risk Assessment – Child Safety
- Risk Management Plan – Child Safety
- Individual Risk Profile
- Safe Environment Checklist
- Service Agreement
- Support Plan
- Individual Risk Profile
- Participant Information Consent Form
- Training Needs Analysis
- Worker Performance Management Review
- Staff Training Plan
- Incident Investigation Form
- NDIS Commission Forms:

- NDIS Immediate Notification Form
- NDIS 5_Day Notification Form o NDIS Early Childhood Provider Report Form
- NDIS Plan Review Report - Early Childhood

7.COMPLIANCE

Deliberate breaches of this policy will be dealt with under our misconduct provisions, as stated in the Code of Conduct Agreement.

6.References

- Disability Services Act 2011 (TAS)
- Mental Health Act 2013 (TAS)
- NDIS (Provider Registration and Practice Standards) Rules 2018
- NDIS (Restrictive Practices and Behaviours Support) Rules 2018
- NDIS (Quality Indicators) Guidelines 2018
- NDIS Practice Standards and Quality Indicators 2021
- Child and Youth Safe organisations Act 2023 (TAS)
- Disability Rights, Inclusion and Safeguarding Act 2024 (TAS)
- NDIS Act 2013
- NDIS Code of Conduct
- NDIS website page: The Early Childhood Approach for Children Younger than 9
- Australian Human Rights Commission: National Principles for Child Safe Organisations
- UN Convention on the Rights of the Child

For clarification regarding this policy, please contact:

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Schedule 1: National Principles for Child Safe Organisations

1	Child safety and wellbeing is embedded in organisational leadership, governance and culture.
2	Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
3	Families and communities are informed and involved in promoting child safety and wellbeing.
4	Equity is upheld and diverse needs respected in policy and practice.
5	People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6	Processes to respond to complaints and concerns are child-focused.
7	Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8	Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9	Implementation of the national child safe principles is regularly reviewed and improved.
10	Policies and procedures document how the organisation is safe for children and young people.