

Child Safety Policy

Powerhouse Elite Australia

Purpose:

The purpose of this Child Safety Policy is to ensure the safety and well-being of all children and young people who engage with Powerhouse Elite Australia. Our organization is committed to creating a safe and supportive environment where children are protected from harm, abuse, and neglect, and their rights are upheld in accordance with New South Wales (NSW) child protection laws.

Scope:

This policy applies to all staff, volunteers, contractors, and representatives of Powerhouse Elite Australia, including those who may have direct or indirect contact with children or young people in the course of their work or services.

1. Commitment to Child Safety

Powerhouse Elite Australia is dedicated to:

- Prioritizing the safety, well-being, and rights of children and young people in all our programs and services.
- Ensuring that children and young people are protected from all forms of abuse, neglect, and exploitation.
- Promoting an environment where children are empowered, respected, and valued.
- Complying with all relevant child protection legislation, policies, and standards, including the Children and Young Persons (Care and Protection) Act 1998 (NSW), the NSW Child Protection Legislation, and the National Principles for Child Safe Organisations.

2. Child Protection Obligations

Our organization acknowledges the following responsibilities:

- **Prevention of Harm:** We will take active steps to prevent harm to children and young people, including identifying risks and taking appropriate measures to address them.



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- **Duty of Care:** We will ensure that all individuals working with children and young people act in their best interests and provide a duty of care that not only meets but exceeds all baseline legal requirements.
- **Reporting Obligations:** We will comply with mandatory reporting obligations, ensuring that all child protection concerns are reported to the appropriate authorities as required by law.

3. Child Safety Standards

Powerhouse Elite Australia upholds the following standards to protect children and young people:

- **Safe Environments:** We will maintain a safe, secure, and supportive environment for all children and young people participating in our programs and services.
- **Child-Centred Approach:** We will respect and listen to children, ensuring they are active participants in decisions that affect them, and that their voices are heard.
- **Zero Tolerance of Abuse:** We maintain a zero-tolerance policy toward any form of child abuse, neglect, or exploitation, including physical, emotional, sexual abuse, and neglect.
- **Comprehensive Recruitment and Screening:** All staff, volunteers, and contractors will undergo thorough background checks, including Working With Children Checks (WWCC) and other relevant screening procedures, prior to engagement.
- **Training and Education:** All staff and volunteers will receive regular training on child protection, the recognition of signs of abuse, and the reporting process.

4. Reporting and Responding to Child Protection Concerns

If any person becomes aware of or suspects a child is at risk of harm, they are required to:

- **Report Concerns Immediately:** Report concerns of child abuse or neglect to the designated Child Protection Officer or the appropriate authority (e.g., NSW Department of Communities and Justice, Police, Office of the Childrens Guardian).
- **Follow Procedures:** Adhere to Powerhouse Elite's procedures for managing and investigating allegations of abuse.
- **Confidentiality:** Information regarding any allegations of abuse will be handled with the utmost confidentiality and shared only with those who need to know to protect the child and ensure appropriate action is taken.

- **Support for Children:** If a child discloses abuse or harm, they will be provided with appropriate support, ensuring their emotional well-being is addressed and their safety prioritized.
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5. Recruitment and Screening Procedures

All individuals involved with Powerhouse Elite Australia in a capacity that requires contact with children must:

- **Complete the Working With Children Check:** All staff, volunteers, and contractors (that are able to attain a WWCC number e.g. over 18 years of age) will undergo a Working With Children Check (WWCC) prior to commencing any role or activity involving children.
 - **Background Checks:** A comprehensive reference and background check process will be undertaken, including a review of any past employment or volunteer history with children or young people.
 - **Interview Process:** A formal interview process will assess the candidate's understanding of child safety, appropriate behaviour, and responsibilities towards children.
 - **Child Safe Code of Conduct:** a child safe code of conduct must be signed by all staff, volunteers and contractors before commencing any work with Powerhouse Elite.
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6. Roles and Responsibilities

- **Child Protection Officer:** Powerhouse Elite Australia will designate a Child Protection Officer (CPO) who will oversee the implementation of this policy, provide advice and support regarding child safety, and ensure that all child protection concerns are appropriately managed.
 - **Staff and Volunteers:** All staff, volunteers, and contractors must understand and adhere to this policy. They are required to report any child protection concerns and follow the necessary procedures for maintaining child safety.
 - **Management:** The management team will ensure that staff comply with this policy and provides adequate resources for its implementation and ongoing review.
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7. Training and Education

Powerhouse Elite Australia will ensure that all staff, volunteers, and contractors involved in child-related work receive:

- **Induction Training:** All new staff and volunteers will complete child safety training as part of their induction process, covering the policy, procedures, and responsibilities for ensuring child safety, including signing our Child Safe Code of Conduct.
 - **Ongoing Education:** Regular refresher training will be provided to all staff and volunteers on topics such as recognizing signs of abuse, appropriate behaviours, reporting protocols, and updates to child protection laws and practices.
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8. Risk Management

Powerhouse Elite Australia will:

- **Identify Risks:** Regularly assess the risks associated with activities and environments where children are present to identify any potential safety concerns.
 - **Implement Safeguards:** Implement appropriate safeguards to minimize the risks of harm, including creating child-safe spaces, supervision strategies, and ensuring safe transportation arrangements where applicable.
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9. Monitoring and Review

To ensure that the policy is effectively implemented and that child safety practices are continually improved, Powerhouse Elite Australia will:

- **Review Regularly:** This policy will be reviewed at least annually to ensure it reflects current legislation, best practices, and the evolving needs of children in our care.
 - **Audit and Feedback:** Regular audits will be conducted to assess compliance with this policy, and feedback will be sought from children, parents, carers, staff, and volunteers to identify areas for improvement.
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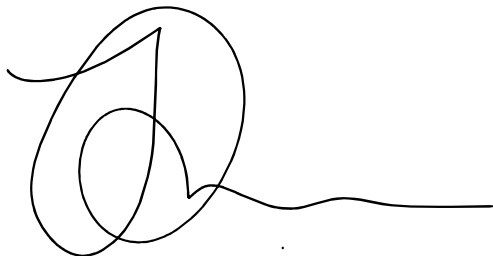
10. Policy Enforcement

Failure to comply with this policy may result in disciplinary action, including termination of employment or volunteer status. Any person found to have engaged in child abuse or neglect will be reported to the appropriate authorities.

11. Acknowledgment

All staff, volunteers, and contractors are required to sign an acknowledgment form indicating that they have read, understood, and agreed to comply with our Child Safety Policy & Code of Conduct.

Signed by:



Justin Dobson
Director

Powerhouse Elite Australia | ABN: 64656193225
03/01/2025

Review Date:
03/01/2026
