

Child Safe Statement

Autism Abilities is committed to child safety. We are committed to ensuring that everyone at Autism Abilities, whether they work directly with children and young people or not, understands that child safety is everyone's responsibility.

We want children to feel safe and to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.

We are committed to the safety, participation and empowerment of all children.

We are committed to:

- the cultural safety of Aboriginal children,
- the cultural safety of children from a culturally and/or linguistically diverse backgrounds,
- the safety of children with a disability.

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures. We rigorously adhere to our legal and moral obligations to contact authorities when we are concerned about a child's safety.

Codes of Conduct

All our staff and volunteers must agree to abide by the NDIS Code of Conduct, our own Code of Conduct and our own Child Safe Code of Conduct which specifies the standards of conduct required when working with children.

Recruitment

Autism Abilities has robust recruitment practices for all staff and volunteers to ensure that only people who are suitable to work with children are recruited. This includes thorough checks and screening including NDIS Worker Clearance Checks, Working with Children Checks and a minimum of 2 references for every person at all levels of the organisation.

Staff training

All Autism Abilities staff have regular supervision and training to ensure they understand our commitment to child safety and that everyone has a role to play in protecting children from abuse. We ensure all new and existing employees understand the importance of protecting children from harm. This will be supported through induction, training and professional development. We will ensure staff understand the process for reporting any child safety issues and are supported by Autism Abilities appointed Child Safety Officer.

Reporting

All allegations and concerns in relation to children's safety will be taken seriously and will be investigated fairly and appropriately. Autism Abilities supports and encourages our employees to proactively report any behaviour deemed to be endangering the safety of children. Autism Abilities has a designated Child Safety Officer, who is available to support staff with any child safety concerns and to safely disclose risks of harm to children. Reportable incidents and complaints are notified to the relevant authority (Child First, Child Protection &/or Victoria Police).

Review

This statement will be reviewed every year, and following any changes to legislation or policy.