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Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

CHILD SAFETY AND WELLBEING POLICY

This Child Safety and Wellbeing policy was written and approved by the Board of Management on 21 February 2011, to demonstrate the strong commitment in establishing and maintaining child safety practices by Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, collectively and hereinafter referred to as “the Organisation”. This policy will be reviewed in February 2026. This policy and associated documents are accessible on the Organisations websites and internally via the Intranet for all employees and volunteers.

Scope

This policy applies to all Responsible Persons, employees and volunteers of the Organisation, hereinafter referred to as “our people”, and any young people, visitors and individuals who access the services of the Organisation.

Commitment to safety of young people

All young people who access the services of the Organisation are valued and respected and have a right to feel and be safe.

The Organisation is committed to the safety and wellbeing of all young people accessing our services and the welfare of the young people in our care will always be our first priority. We aim to create a child safe and child friendly environment where young people feel safe and enjoy learning.

Where personal physical contact is required as part of the service provided, the purpose of the contact and the appropriate procedures will be explained to the young person prior to the training being undertaken.

Young people’s rights to safety and participation

The Organisation’s people encourage young people to express their views, and make suggestions, especially on matters that directly affect them. We actively encourage all young people who access our services to ‘have their say’ about those things that are important to them. We value diversity and do not tolerate any discriminatory practices.

We advise young people about what they can do if they feel unsafe. We listen to and act on any concerns young people, or their guardians, raise with us. Young people are able to raise any concerns directly with our people, via focus groups and surveys and the Organisation’s complaints policy.

Recruitment of employees and volunteers

The Organisation applies the best practice standards in the recruitment and screening of our people and is in accordance with our Quality System Procedure - Staff Management.

To ensure we engage the most suitable applicants who may be required to work with young people, all of our people are screened prior to commencement of employment and must provide a recent (within the last six months) National Police Clearance, and once employed must maintain its currency.

All of our people must maintain and provide current Working with Children Checks applicable to state legislative requirements.

In South Australia and in accordance with the Child Safety (Prohibited Persons) Act 2016, our organisation is registered with the DHS Screening Unit in South Australia and we link all Working with Children Checks (WWCC). All of our people over the age of 14 years must have a current “not prohibited” Working with Children Check and renew this every 5 years. We will verify the accuracy of all WWCCs in the DHS Screening Unit portal as required by law. Our people are reminded to renew their WWCC 6 months prior to expiry by the Human Resources department.

In Western Australia and in accordance with the Children and Community Services Act 2004, all WWCC are registered through the Department of Communities. Staff will be required to renew every 3 years. Our people are reminded to renew 3 months prior by the Human Resources department.

The Human Resources department will immediately advise the Screening Unit if one of our People is involved in any serious criminal offence, child protection information, or disciplinary or misconduct information.

Support for employees and volunteers

The Organisation seeks to attract and retain the best people. We provide support and supervision so our people feel valued, respected and fairly treated. We have a code of conduct to provide guidance to our people, all of whom acknowledge the requirements of the code. On day one of joining the Organisation, all of our people read and agree to abide by our policies. All of our people review and agree to all policies at least annually thereafter.

Reporting and responding to suspected harm or risk of harm

The Organisation will not tolerate incidents of harm or risk of harm to young people.

The Organisation is responsible for ensuring that our people are aware of how to make appropriate reports of harm or risks of harm to young people.

Our People must immediately report any incident to the appropriate authority when it is reasonable to suspect that a child or young person’s safety or welfare is at risk.

South Australia

The Organisation has the following mandated notifier roles in South Australia

- All counselling staff and management in the BlueSky Mind Studio.
- Our trainers, administrators and managers working directly with school students in the Registered Training Organisation.
- Transition to Work management.

Western Australia

The Organisation has the following mandated notifier roles in Western Australia.

- Our trainers working directly with school students in the Registered Training Organisation
- Transition to Work management.

All mandated notifiers have a legal responsibility to report a reasonable belief that a young person has been harmed or is at risk of harm. RRHAN-EC training of mandated notifiers will be refreshed every three years.

Our People must notify the relevant state based **child abuse report line as soon as practicable if they have a reasonable suspicion that a young person has been or is being harmed, abused or neglected. This report is made by the individual who identifies the harm or risk of harm, abuse or neglect.**

South Australia – 24 hours a day, 7 days a week **CALL 13 14 78**

Western Australia – 9am to 5pm **CALL 1800 273 889, after hours **CALL 1800 199 008****

Call 000 if a young person is at risk of being harmed right now

In South Australia a person does not necessarily exhaust their duty of care to a young person by making a report to the child abuse report line – they may still have a role in supporting the young person.

Our People (even if not a mandated notifier) have a legal obligation to report child sexual abuse to the police and to protect a young person from sexual abuse.

Our People, or anyone who may access our services must also report any form of harm or risk of harm to the Organisation's Child Safety Officer(s) for further support and to ensure that the Organisation takes all reasonable steps to keep the young person and others safe.

If you have a concern around a young person's safety and wellbeing by a person in the Organisation, after making a report to child protection authorities or police, please also contact our Child Safety Officer(s). Their names and phone numbers are:

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|-----------------------------------|----------------------|--------------------|
| • Employment Services (TTW & DES) | Simone O'Neill | Ph. (08) 8445 2931 |
| • Training Services | Yvonne Christophides | Ph. (08) 8346 5662 |
| • BlueSky Mind Studio | Hamish Robertson | Ph: (08) 8377 0101 |

The Organisation will support any of our people who makes a report to their relevant state child abuse report lines by offering external counselling services.

Once a report has been made to SAPOL (SA), the Department of Communities (WA) or WA Police (WA), the relevant Child Safety Officer(s) will be guided by the relevant state department as to whether an internal investigation can occur.

Where one of our People has been reported to the relevant state authority for causing harm or risk of harm to a child or young person, they will be immediately removed from working with any child or young person until the relevant authority has completed their investigation.

The Organisation is committed to supporting the child or young person by referring them to relevant external services such as counselling. The Organisation will also continue to provide services to the child or young person and their family where reasonably practical.

All information received regarding the harm or risk of harm to a child that is reported to a state authority will be documented on our Child Safety Incident Report and it will also be added to our Child Safety Register. All documentation will be maintained by the Human Resources department.

Relevant Legislations and standards

The following are relevant legislation, regulations, and standards on child safety and wellbeing:

- National Principles for Child Safe Organisations
- Children and Young People (Safety) Act 2017 (SA)
- Child Safety (Prohibited Persons) Act 2016 (SA)
- Children and Community Services Act 2004 (WA)

Related Organisational Policies and Procedures

All Organisational policies are read and agreed to upon commencement of employment, and then annually thereafter our people reaffirm their understanding and commitment through our formal annual review processes.

The following policies and procedures also support the Organisation's Child Safe Policy:

- Child Safe Code of Conduct
- Ethical Behaviour Code of Conduct
- QSP-01 Staff Management (recruitment and screening)
- QSP-03 Addressing Complaints & Issues
- Fraud Control and Management Plan - Fraud Risk Assessment
- SSP-14 Harassment Bullying & Discrimination Procedure
- Access and Equity Policy
- Safeguarding Policy
- Whistleblowing Policy
- Sexual Harassment Policy

Definitions

Child (Young person) – A child means a person under 18 years of age

Harm - a reference to physical harm or psychological harm (whether caused by an act or omission) and, without limiting the generality of this subsection, includes such harm caused by sexual, physical, mental or emotional abuse or neglect.

Child Abuse – Children can be abused in different ways and child abuse includes a wide range of acts of omission and commission.

Physical harm/Abuse – is commonly characterized by physical injury resulting from practices such as hitting, punching, kicking (marks from belt buckles, fingers); shaking (particularly young babies); burning (irons, cigarettes), biting, pulling out hair; alcohol or other drug administration.

Sexual Abuse – occurs when someone in a position of power to the child uses their power to involve the child in sexual activity. Behaviour can include sexual suggestion; exhibitionism, mutual masturbation, oral sex; showing pornographic material e.g. DVDs, internet; using children in the production of child abuse materials; penile or other penetration of the genital or anal region; child prostitution.

Emotional harm/Abuse – tends to be a chronic behavioural pattern directed at a child whereby a child's self-esteem and social competence are undermined or eroded over time. Behaviours may include devaluing, ignoring, rejecting, corrupting, isolating, terrorising, chronic or extreme domestic violence in the children's presence.

Neglect – is characterised by the failure to provide for the child's basic needs. Behaviours may include inadequate supervision of young children for long periods of time; failure to provide adequate nutrition, clothing or personal hygiene; failure to provide needed or appropriate health care/medical treatment; disregard for potential hazards in the home; forcing the child to leave home early; allowing children to engage in chronic truancy.

Young person – term used instead of the word child to describe a person under the age of 18.

I agree to abide by the Child Safety and Wellbeing Policy during my employment with the Organisation.

I understand that breaches of this Policy may lead to disciplinary action or termination of my employment with the Organisation.

Administration of this policy

This Policy will be reviewed every two years. The next review will be in February 2026.

Approved by: Gary Hatwell

Signature: 

Date: 12/07/2024