

Amaze Child Safety Policy

Purpose and Scope:

The Amaze Child Safe Policy applies to all employees of Amaze, including contractors and volunteers engaged by Amaze, members of the Board and/or observers (Board participants).

The purpose of this policy is to ensure that all employees by Amaze have an awareness of child safety and report appropriately where they may reasonably suspect a child may be at risk of abuse, sexual assault, or neglect.

The reporting process is outlined in the *Amaze Child Safe Culture & Reporting Procedure*.

Child Safe Standards:

Amaze has a legal obligation to comply with the seven Child Safe Standards. The *Amaze Child Safe Policy* and the *Amaze Child Safe Culture and Reporting Procedure* provide a framework for meeting those standards.

Amaze Child Safety Commitment Statement:

Amaze is committed to the safety, wellbeing and best interests of children and young people. Amaze requires all employees to uphold these commitments.

Amaze:

- will uphold the rights of children and young people who come into contact with our organisation
- acknowledge the importance of children and young people to feel heard, safe, empowered and protected
- has zero tolerance of child abuse. All allegations and safety concerns will be treated consistently with our policies and procedures. We have legal and ethical obligations to contact authorities when we are worried about a child's safety
- has robust human resources and recruitment practices for all employees and volunteers
- will provide training and education to employees and volunteers on our policy and creating a child safe organisation
- will provide a safe environment for, and consider the needs of, children and young people with a disability, and consider their needs in providing that environment
- will provide a safe environment for, and consider the needs of, children and young people who have suffered trauma, and consider their needs in providing that environment
- will consider the needs of LGBTQI+ communities and consider their needs in providing a safe environment
- is committed to identifying risks early and removing or reducing those risks



Amaze understands that all children are vulnerable. Also, that this vulnerability is increased if they have a disability, are Aboriginal and Torres Strait Islander, or from a culturally and linguistically diverse background. Amaze is committed to the cultural safety of children from diverse backgrounds, which includes autistic children.

The *Amaze Child Safe Policy, Code of Conduct* and the *Amaze Child Safe Culture & Reporting Procedure* supports our board members, employees and volunteers to achieve these commitments.

A Child Safe Culture:

Amaze will build a child safe culture through:

- Induction practices that include training in the Child Safe Policy and Procedure
- Encouraging a continuous improvement culture
- Further training for staff in direct contact with children when, or as required
- Robust recruitment and selection processes that include reference checks
- All employees are required to have police checks
- Employees working in direct contact with children are required to hold a current Working With Children Check (WWC)

Reporting a child safety concern or complaint

Amaze takes all allegations of child abuse and reportable conduct seriously and ensure that such allegations are addressed in accordance with robust processes for responding to and reporting suspected child abuse. These are outlined in our *Amaze Child Safe Culture & Reporting Procedure*