

# **Deadly Descendants Child Safe Risk Management Policy**

## **Purpose**

At Deadly Descendants, we commit to the highest standards of care and safety for all children and young people in our programs, guided by our ethos of empowerment, respect, and cultural pride. This policy outlines our structured approach to managing and mitigating risks related to child safety, in strict adherence to the NSW Child Safe Standards and relevant legislation.

## **Scope**

This policy applies to all staff, volunteers, contractors, and any other individuals who are part of Deadly Descendants and interact with children and young people in our care. It encompasses all our programs, activities, and events, both physical and online, ensuring a consistent and comprehensive approach to child safety across our organisation.

## National Legislation and Standards

**National Principles for Child Safe Organisations** - Developed by the Australian Human Rights Commission and endorsed by the Council of Australian Governments (COAG), these principles aim to provide a nationally consistent approach to creating organisational cultures that foster child safety and wellbeing.

**Child Safe Standards** - Originating from the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse, these standards aim to drive cultural change in organisations to promote the safety and wellbeing of children and young people across Australia.

**Australian Privacy Principles (APPs)** - Under the Privacy Act 1988 (Cth), these principles are relevant for handling personal information, including that of children, in a way that respects their privacy and dignity.

## NSW Specific Legislation

**Children and Young Persons (Care and Protection) Act 1998 (NSW)** - This Act is the primary legislation in NSW providing for the care and protection of children and young people. It includes provisions related to the safety, welfare, and wellbeing of children and young persons.

**Child Protection (Working with Children) Act 2012 (NSW)** - This Act includes requirements for individuals in child-related work to have a Working with Children Check clearance, administered by the NSW Office of the Children's Guardian.

**Children's Guardian Act 2019 (NSW)** - This Act establishes the NSW Office of the Children's Guardian and outlines its functions and powers, including the accreditation of organizations as child-safe.

**Education and Care Services National Law (NSW)** - Applies to early childhood education and care services in NSW. It includes specific requirements around health, safety, and wellbeing of children in these services.

**Ombudsman Act 1974 (NSW)** - Relevant for its provisions related to the reporting of allegations of child abuse and neglect by certain persons who work with children.

## Leadership and Organisational Culture

- **Leadership Commitment:** Anastasia Elliott, Founding Director, and Tracee Wilcock, Child Safeguarding Officer, lead our commitment to child safety, ensuring it is embedded in our leadership, governance, and culture.
- **Stakeholder Engagement:** We engage children, families, and communities in the development and ongoing review of our child safety policies and practices. This includes hosting regular forums, surveys, and feedback sessions to gather insights and suggestions from our stakeholders, ensuring our policies reflect the needs and concerns of those we serve.

## Risk Management Framework

- **Identification and Assessment:** We regularly conduct risk assessments to identify potential risks to children's safety within all our operations and activities.
- **Mitigation and Prevention:** We implement tailored strategies and practices to mitigate identified risks and prevent abuse. This includes our Screening and Recruitment Policy and Procedure, ensuring safe recruitment practices and clear codes of conduct.
- **Monitoring and Review:** Our risk management strategies are continuously monitored. We conduct regular reviews to ensure they remain relevant and effective, with annual reviews or following a critical incident.

## Principles

- **Zero Tolerance for Abuse:** We maintain a zero-tolerance policy towards any form of abuse and ensure swift and appropriate action in response to any allegations.
- **Child-Centered Approach:** We prioritise the best interests, safety, and well-being of the children and young people we serve.
- **Empowerment and Respect:** Children are empowered to express themselves and participate in decisions affecting them, with respect for their rights and voices at all times.
- **Cultural Safety:** We provide an environment where all children feel respected, valued, and connected to their culture.
- **Education and Awareness:** Ongoing education about child safety and wellbeing is provided for our staff, volunteers, and the communities we serve.

## Compliance and Implementation

- **Roles and Responsibilities:** Roles related to child safety within our organisation are clearly defined and communicated, ensuring accountability at all levels.
- **Training and Development:** Comprehensive training on child safety policies, legal obligations, and appropriate conduct is provided for all personnel. This includes child safeguarding training through the Australian Childhood Foundation, training on the National Principles for Child Safe Organisations, training on the child safe standards through the NSW OCG, Cultural Diversity and Inclusion, providing trauma-informed care, and cultural safety and diversity training.
- **Feedback and Participation:**  
We actively encourage and facilitate feedback from children, young people, and their families regarding their experiences and our safety culture. This feedback is collected through anonymous surveys, suggestion boxes at our facilities, and through direct consultations. We commit to reviewing this feedback regularly and incorporating it into our continuous improvement processes.
- **Reporting Mechanisms:** Concerns, allegations, and incidents can be reported through various accessible means, including the Deadly Descendants website, the Bright HR portal, and via telephone on 0490 444 063. We ensure that our reporting mechanisms are clearly communicated and accessible to children of all ages and abilities, with instructions available in visual, auditory, and written formats.
- **Review and Improvement:** We engage in continuous improvement through regular policy reviews, feedback mechanisms, and the incorporation and continual development of best practices in child safety. Policies and procedures are reviewed annually or after a critical incident.

Deadly Descendants pledges to uphold these principles and frameworks as foundational elements of our commitment to providing a safe, supportive, and nurturing environment for the children and young people in our care. We are dedicated to vigilance, education, and community engagement in achieving these goals and commit to regular evaluation and enhancement of our policies and practices.

## **Policy Status and Review**

This policy was approved by the Deadly Descendants Founding Director Anastasia Elliott and Child Safeguarding Officer Tracee Wilcock on the 28th March 2024. The policy is scheduled for review on 28th September 2024 by the Child Safeguarding Officer. For further information or assistance, please contact [cso@deadlydescendants.com.au](mailto:cso@deadlydescendants.com.au).