

# Commitment to Care and Protection of Children and Young People

## Position Statement

### Introduction

**yourtown** is committed to providing innovative quality programs and services that support children, young people and their families, especially those who are marginalised and without voice.

**yourtown** values all children and young people. The best interests of children and young people and their need for protection is of paramount importance to us. This is consistent with the provisions of the United Nations Convention on the Rights of the Child.

### yourtown's Position

We are committed to providing services that protect and keep children and young people free from harm. At all times children and young people are supported and encouraged to have their voices heard, to seek justice and to access counselling and other support services in order to overcome the impacts of harm.

**yourtown** understands that the safety and well-being of children and young people requires an organisational culture whereby all those engaged in the mission prioritise the well-being of children and young people, and evidence a commitment to compliance with approved policies and standards.

**yourtown** will continue to implement, evaluate and refine strategies, standards and procedures to ensure:

- governance structures champion a child safe culture
- clear accountabilities are set by **yourtown** leadership
- personnel working with children hold a current Working with Children clearance and are equipped with the knowledge, skills and awareness to keep children and young people safe
- personnel are knowledgeable of their responsibilities regarding mandatory reporting requirements to statutory bodies
- personnel are empowered to provide support to children and young people who disclose harm or the risk of harm arising from **yourtown** operations or from their wider family and social environment. This includes concerns arising from historical and past abuse
- physical and online environments are managed to minimise risks to the safety of children and young people
- the practices of personnel are supervised and reviewed so as to achieve ongoing learning and to promote the development and the application of new ideas and strategies
- processes that facilitate child safe and child friendly environments are documented, maintained and communicated to children and young people, personnel, and the wider community through appropriate training and awareness strategies
- children and young people have opportunities to participate in service and program development
- children and young people have the opportunity to raise concerns or complaints in different ways and formats
- accurate records are kept of any complaints and responses
- protection risks for children and young people are identified and controls maintained.

**yourtown** will regularly evaluate the effectiveness of its practices with regard to the reporting of harm, management of any breaches of child protection, and compliance with Working with Children regulatory requirements.