



Child Safety & Wellbeing Policy

Purpose

Ardoch seeks to safeguard the safety and wellbeing of children and young people and prevent the risk of exposing them to inappropriate persons. The purpose of the Child Safety & Wellbeing Policy (the Policy) is to protect children and young people in our programs from abuse or harm and ensure their wellbeing.

The Policy provides clear guidelines to ensure that all who work, volunteer or partner with Ardoch are aware of their responsibilities for identifying and responding to concerns or allegations of child abuse or harm. It encourages a culture where issues regarding safeguarding children and young people are openly discussed. The Policy confirms Ardoch's commitment to best practice in child safety and reinforces and promotes a culture where every child is safe. (See Appendix 1 for key policy definitions.)

Context

Ardoch believes in the proactive empowerment of children and young people. It recognises their rights and is committed to their safety and wellbeing, and that of their families.

This Policy was developed in consultation with child safety experts in the community sector and government. Ardoch helped establish the first framework to assess and accredit organisations working with children and young people, to support strengthened protection of the children and young people with whom those organisations engaged. It was the first organisation accredited through this process by the resultant organisation, Australian Council for Children & Youth Organisations. Ardoch undertakes regular whole of organisation training and review to align with child safety best practice and recommendations.

Ardoch recognises and implements the legislated requirements and ministerial orders regarding child safety, in all the states and territories where it operates (see Child Safety Implementation and Reporting Procedure for applicable legislation). We adhere to, and implement initiatives consistent with, the National Principles for Child Safe Organisations, the NSW and Victorian Child Safe Standards, and any other child safe standards in the states or territories where we work across Australia.

Statement of commitment to child safety

Ardoch is committed to the safety and wellbeing of all children and young people. This is the primary focus of our care and decision making. Ardoch has a zero-tolerance approach to all forms of child abuse or harm.

As an organisation, we recognise that all children have a right to be kept safe from harm, and are committed to upholding this moral and legal obligation at all times. Consistent with this, Ardoch works with its representatives to provide a child safe environment where children and young people are safe and feel safe, and where they are involved in decisions that affect their lives.

Ardoch will also actively promote the safety and wellbeing of particularly vulnerable children, specifically; the cultural safety of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds; children with a disability, and children and young people who identify as LGBTIQ+.

Every person involved in Ardoch has a responsibility to understand their important and specific role individually and collectively, in ensuring that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

Scope

This Policy applies to Ardoch Employees, Board members, Volunteers and Contractors. It applies whether activities are being conducted in person or virtually, including:

- at Ardoch offices
- at Ardoch partner sites (schools and early childhood centres), under the direct supervision of employees from those partner sites
- as part of Ardoch programs where there is one-off or limited contact with children (e.g., Literacy Buddies®, Numeracy Buddies and Broadening Horizons).

The Policy is reviewed and shared annually with all Ardoch stakeholders, partners and employees. It is an integral part of Ardoch's work practices and induction processes. All new employees are required to familiarise themselves with the Policy, and accompanying Child Safety Implementation and Reporting Procedure, within 30 days of commencing at Ardoch and conduct their work accordingly.

Child Safety & Wellbeing Policy

Ardoch is committed to the safety, participation and empowerment of all children and young people. Ardoch promotes a rights-based approach to child safety and has expected standards of behaviour for all Employees, Volunteers and Contractors. Ardoch supports and respects all children, as well as its Employees, Volunteers and Contractors. We are committed to engaging families and communities in supporting and promoting child safety and wellbeing.

In line with its Equity, Diversity and Inclusion Policy, Ardoch is committed to providing culturally safe, inclusive and supportive environments for all children and young people, including those:

- of Aboriginal and Torres Strait Islander heritage
- from culturally and linguistically diverse backgrounds
- living with disability
- identifying with LGBTIQ+ communities
- who have experienced trauma.

Ardoch is committed to preventing child abuse and harm, identifying risks early, and removing and reducing those risks.

Child abuse and neglect describe acts or omissions which endanger a child's health, wellbeing and/or development. This can be a single event or a series of traumatic events and is rarely limited to one form of harm. Child abuse and neglect can be perpetrated by parents, caregivers, other adults, and/or other children and young people.

It includes:

- Cumulative harm

- Emotional abuse
- Exposure to family violence
- Grooming
- Multi-dimensional harm
- Neglect
- Physical abuse
- Verbal abuse
- Sexual abuse and sexual exploitation.

Definitions of each of these forms of abuse are provided in Appendix 1.

Note: Where sexual abuse is perpetrated by children or young people, it is usually referred to as “sexually harmful behaviour”.

Responsibility

Ardoch requires everyone involved with it to take all reasonable steps to facilitate and maintain a safe environment for children and all participants in our services.

This means all Ardoch Employees, Board members, Volunteers and Contractors must:

- Comply with Ardoch’s Code of Conduct and Child Safety and Wellbeing Policy and Procedures
- Report any concerns or allegations regarding the abuse or harm, or potential risk of abuse or harm, of children to Ardoch’s Child Safety Officer (and, where required, to external authorities such as police or child protection) in accordance with Ardoch’s Child Safety Implementation and Reporting Procedure
- Ensure their Working with Children Check remains current for the duration of their engagement with Ardoch and undertake any other specified checks relating to child safety as required for their role
- Maintain the level of training on child safety required by Ardoch
- Proactively create and promote an open and inclusive environment in which all children and young people feel safe, happy and empowered
- Act in accordance with the National Principles for Child Safe organisations, the NSW and Victorian Child Safe Standards, and any other child safe standards in the state or territory where programs are undertaken
- Be aware of changes in the behaviour of children and young people that might be indicators of abuse or harm
- Proactively participate in organisational discussions and initiatives relating to child safety.

Child safety culture

Ardoch strives to build a child safe culture where all Employees and Volunteers, children and young people, and their families, feel able to raise child safety concerns and be confident that they will be heard. All Employees and Volunteers have a responsibility to understand their important and specific role individually and collectively, in ensuring that the safety and wellbeing of all children and young people is at the forefront of all they do and every decision they make.

Ardoch has established strong governance processes, with senior leadership oversight, to embed child safety across the organisation. It regularly reviews its policies, procedures and

practices to ensure they reflect current standards for ensuring child safety and wellbeing, and continuously improve its approach.

Ardoch designs its programs and activities to create an inclusive environment for children that supports their safety and wellbeing. It proactively promotes a culture where every child is safe, feels empowered, and is encouraged and supported to participate.

Empowerment means building up children and strengthening their confidence in themselves and in an organisation. Participation means giving children opportunities to have their say and inform decision making.

Ardoch provides children and young people with the skills, knowledge and opportunities to express their views, be heard, and participate in decisions that impact them. It provides information that is age-appropriate and readily accessible to children and young people regarding their rights, including to safety, information and participation. Ardoch supports its employees and volunteers to develop the knowledge and skills to help children participate meaningfully, express their views, raise concerns, and understand how the information they provide is used.

Ardoch nominates internal child safety champions to assist with building child safety capacity and embedding a child safe culture across the organisation. The child safety champions explain and promote child safety best practices across the organisation and support the child safety officer.

Recruitment and screening

Ardoch takes all reasonable steps to ensure that all people working with it have passed screening procedures and do not pose a risk to children. It applies robust child safety human resources and recruitment practices for all Employees, Volunteers and Contractors, including regarding position descriptions, interviewing and reference checking. It remains diligent and vigilant in recruiting, screening and selecting Employees, Volunteers and Contractors to exclude people with unacceptable attitudes, behaviours and history from the organisation.

Prior to commencing work or volunteering with Ardoch:

- all Employees, Volunteers and Contractors are required to obtain or hold valid Working with Children clearances (WWCC) for the states or territories in which they will be working or volunteering for Ardoch, unless Ardoch accepts any special arrangements in place for their profession. For Employees and Volunteers, the WWCCs must be linked to or reference Ardoch as one of the organisations for whom the person is working or volunteering, in line with state guidelines, when requested by Ardoch
- all Employees and Volunteers, other than serving police officers, are required to undergo national police checks for Australia, as well as for any country in which they have lived for more than 12 months in the last 10 years. Ardoch will support obtaining the checks at the appropriate time and reserves the right to seek further checks during the period of employment or volunteering. Ardoch will manage any disclosable outcomes in line with its Disclosable Outcomes Policy
- all Employees and Volunteers are required to review this Policy annually. Employees are additionally required to read and understand Ardoch's Child Safety Implementation and Reporting Procedure. Ardoch provides training to ensure that child safety is front of mind for all Employees and Volunteers.

Reporting

Ardoch has zero tolerance for child abuse or harm in any form across the organisation and our programs. All allegations and concerns regarding child safety are treated very seriously and responded to as soon as possible, in line with its Child Safety Implementation and Reporting Procedure.

Ardoch places the child at the centre of its complaint processes, ensuring all steps contribute to supporting the best interests of the child. Ardoch provides child-friendly avenues for complaints and allegations, including providing children with a safe and supported environment, and the time they need, to make any complaints or allegations.

Ardoch, and the individuals working or volunteering with it, have legal obligations to contact relevant authorities when concerned about a child's safety. Ardoch follows these obligations rigorously and supports those working or volunteering with it to do the same. Ardoch acknowledges that different legislative requirements are in place in different Australian jurisdictions, including regarding mandatory reporting and certain criminal offences related to reporting.

Regardless of legislative standards, Ardoch takes the stance that all Employees and Volunteers have a moral and ethical obligation to report concerns to the relevant authorities. This approach is reflected in its reporting procedure, which includes provisions for voluntary reporting, as well as being compliant with the reporting laws operating in each state and territory.

All Employees, Volunteers and Contractors are required to report any concerns or allegations that a child has suffered harm, or is at risk of harm, in line with Ardoch's Child Safety Implementation and Reporting Procedure. This includes:

- notifying the Child Safety Officer of the concern or allegation as soon as possible
- immediately notifying the police if the concern or allegation relates to child sexual abuse or any other form of abuse or neglect.

Ardoch responds to any suspicion, allegation or act of child abuse or harm within its services immediately, transparently, fairly and rigorously, liaising with all stakeholders as required, including government departments, Education Partners, child safety and child protection services and police. It ensures statutory notifications are made appropriately, and reports and complaints are stored securely and confidentially, in accordance with Australia's privacy principles. Where historical allegations of abuse or harm are made, which pertain to Ardoch, the organisation will co-operate fully with police or other statutory body investigations. The welfare of the victim/survivor is central to any response.

More information on Ardoch's approach to reporting can be found in the Child Safety Implementation and Reporting Procedure and the Feedback and Complaints Management Policy.

Training

Ardoch is committed to regularly training and educating its Employees and Volunteers on safeguarding children and young people and ensuring their wellbeing. It provides:

- child safety training on initial engagement and at regular intervals
- easy access to this policy and related procedures

- supervision
- performance review
- ongoing support to develop capability in detecting, reporting and preventing child abuse or harm.

All Employees and Volunteers are required to undertake child safety training on induction and annual refresher training, as well as any additional training identified by Ardoch as important for their role.

More information on Ardoch's approach to training can be found in the Child Safety Implementation and Reporting Procedure.

Use of images and messages

Ardoch bases all image gathering and publishing processes on ethical standards, which includes assessing the risk to children, child safety, respect for children's rights and integrity and dignity. It requires its Employees, Volunteers and Contractors, to apply these same standards.

More information on Ardoch's approach to gathering and publishing images and content regarding children can be found in the Photo and Content Permission Policy.

Risk assessments and risk management

Risk management means identifying the potential for an incident or accident to occur and taking steps to reduce the likelihood or severity of its occurrence. Implementing risk management processes that actively anticipate, respond to, and prevent child safety risks is paramount in Ardoch's practice.

Ardoch regularly monitors and reviews risks to ensure ongoing learning and improvement. This includes following up on any incidents or feedback from stakeholders, including children and young people or their families. Ardoch also reviews its policies, procedures and potential risks following the introduction of new, or changes to existing, child safe standards or legislation, or in response to emerging leading practice. Ardoch is committed to reviewing and addressing any systemic issues which may be contributing to or hindering the organisation from being safe.

Ardoch undertakes child safety risk assessments for all programs and activities that may have contact with children, to identify risks and document steps to eliminate or mitigate them.

Partnerships

Ardoch undertakes child safety risk assessments as part of organisational appraisals, prior to beginning a partnership, and works with its partners to address any concerns regarding child safety practices and approaches. It continues to work collaboratively with partners and Contractors to monitor, support and ensure reporting of all child safety matters.

Ardoch provides readily accessible information on its policy and procedures regarding child safety to enable other organisations to undertake child safety risk assessments in relation to it.

Implementation and review

Ardoch is focused on strengthening its compliance with the National Principles and child safe standards, proactively seeking feedback, and continually improving the way we work. The

Policy's implementation is supported by Ardoch's Child Safety and Wellbeing Strategy and Child Safety Implementation and Reporting Procedure, and is aligned with its Equity, Diversity and Inclusion Policy.

The key responsibilities for the Policy's implementation for specific roles within the organisation, including the Board, Finance, Risk and Audit Committee, Chief Executive Officer (CEO), Child Safety Officer, child safety champions, senior managers, program managers and programs team members are set out in Appendix 2. The CEO has primary responsibility for the Policy's implementation, under the oversight of the Board.

The Policy, and its implementation, is reviewed annually by the Board and CEO, with input from Employees, Volunteers, Contractors and other stakeholders.

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Appendix 1: Policy definitions and glossary of terms

Term	Definition
Adult	A person 18 years of age or older, including those who are Employees, Volunteers and associates of Ardoch
Child	Any person under the age of 18
Child Safe	Refers to an organisational environment that has an open and aware culture, understands child abuse, is supported by robust child safe policies, promotes the empowerment and participation of children, identifies and manages child safety risks, and expects all stakeholders to report any allegations, disclosures or concerns for the safety and wellbeing of children. A child safe environment ensures that children and young people are culturally safe.
Child Protection	Usually refers to a statutory authority responsible for investigating and responding to reports of child harm in the community
Code of Conduct	A policy which specifies behaviours expected of all Employees, Contractors, tutors, Volunteers and directors in the organisation
Contractor	Any individual person or organisation contracted directly by Ardoch to perform work on its behalf
Cultural Safety	Promotes the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. A culturally safe environment is socially and emotionally safe, as well as physically safe for children. It is underpinned by shared respect, shared meaning, shared knowledge, and experience, and living and working together with dignity and truly listening. ¹
Cumulative harm	Cumulative harm refers to the effects of multiple adverse or harmful circumstances or events in a child's life. Cumulative harm may be caused by an accumulation of a single recurring adverse circumstance (such as unrelenting low-level care); or by multiple circumstances or events (such as persistent verbal harm and denigration, inconsistent or harsh disciplines and /or exposure to family violence).
Disclosure	Refers to a child telling someone (through words, drawings, or actions) that he or she feels unsafe or has been harmed.

¹ Revised from *An Overview of the Victorian Child Safe Standards* (November 2015) – State of Victoria, Department of Health and Human Services and *A Guide for Creating a Child Safe Organisation* (Version 2.0 December 2015) – Commission for Children and Young People.

Emotional abuse	<p>Emotional abuse occurs when a child’s parent, caregiver or any other adult repeatedly rejects the child or uses threats to frighten the child. This may involve children:</p> <ul style="list-style-type: none"> • Being repeatedly rejected, called names, or being put down • Being frightened by threats • Experiencing continual coldness to the extent that it significantly damages their physical, social, intellectual, or emotional development.
Employee/ Employees	<p>Refers to any individual person engaged directly by Ardoch under a contract of employment, whether ongoing, fixed-term or casual, or under an arrangement with another organisation for an employment-style relationship, such as an internship, traineeship or student placement.</p>
Exposure to family violence	<p>Family violence is behaviour by a person towards a family member that is:</p> <ul style="list-style-type: none"> • Physically or sexually abusive • Emotionally (psychologically) abusive • Coercive or in any way controls or dominates that family member and causes that family member to fear for their safety or wellbeing, or for that of another family member • Causes a child to hear, witness or otherwise be exposed to the effects of the behaviour referred to above • Exposes a child to family violence which includes seeing, hearing, or experiencing violence in a number of ways.
Gender Identity	<p>A person’s concept of self as male, female, a blend of both or neither. Gender identity refers to how individuals perceive themselves and how they self-identify. Gender identity can be the same or different from the gender assigned at birth.²</p>
Grooming	<p>Grooming is predatory behaviour designed to prepare a child for sexual abuse. Many perpetrators of sexual offences against children purposefully create relationships with children and young people, their families, and carers, to establish the conditions necessary for them to abuse the child. For example:</p> <ul style="list-style-type: none"> • Spending special time with a child e.g., in private settings, away from their family or organisation, including online • Isolating the child or young person from family and peers • Giving gifts to a child • Showing favouritism • Allowing the child to step out of boundaries or rules • Touching the child.

² Human Rights Campaign, www.hrc.org.

Mandated Reporter	Any adult who is legally required to ensure a report has been made when a concern, allegation and /or disclosure of child harm arises. A mandatory reporter may be a person who holds a particular occupation or falls under state/territory specific legislation.
Multi-Dimensional Harm	Occurs where multiple abuse types are experienced at the same time e.g., sexual abuse also involves physical and emotional abuse.
Neglect	<p>Neglect is the failure to provide for the child’s basic needs for life to the extent that the child’s health and development are, or are likely to be, placed at risk including:</p> <ul style="list-style-type: none"> • Food • Clothing • Shelter • Medical attention • Supervision or care.
Physical abuse	<p>Physical abuse or injury may consist of any non-accidental form of injury or serious physical harm inflicted on a child by any person. Physical injury and significant harm to a child may also result from the failure of a parent, carer or guardian to adequately ensure the safety of a child by exposing the child to extremely dangerous or life-threatening situations. Examples of physical abuse may include:</p> <ul style="list-style-type: none"> • Beating, shaking, or burning • Assault with implements • Fabricated illness syndrome • Female genital mutilation.
Reasonable Belief	<p>A ‘reasonable belief’ is not the same as having proof. A ‘reasonable belief’ is formed if a reasonable person in the same position would have formed the belief on the same grounds. A ‘reasonable belief’ might be formed when:</p> <ul style="list-style-type: none"> • a child states that they have been harmed • a child states that they know someone who has been harmed (sometimes the child may be talking about themselves) • someone who knows a child states that the child has been harmed • professional observations of the child’s behaviour or development leads a person to form a belief that the child has been harmed • signs of harm lead to a belief that the child has been harmed.

Risk of Harm	A child or young person is at risk of harm if they have suffered harm, or there is a likelihood they will suffer harm, of a kind against which ordinarily they should have been protected. ³
Sexual abuse	<p>Sexual abuse occurs when a person uses power, force, or authority to involve a child in any form of sexual activity. Behaviour that sex offenders engage in may include:</p> <ul style="list-style-type: none"> • Touching or fondling children • Sending obscene or suggestive phone calls/texts to children • Exhibitionism and or voyeurism in front of children • Exposing children to pornographic images • Penetration with penis, finger or other object into the mouth, anus, or vagina.
Sexually harmful behaviour	Refers to harmful behaviour perpetrated by one child to another child. Harmful behaviours in children are often an indicator that they have experienced harm or neglect. Where sexually harmful behaviour occurs, organisations have a duty of care to both children. Note that in children under 10 years of age, such behaviour is usually referred to as sexually problematic behaviour.
Volunteer	Any person formally recognised as a volunteer by Ardoch, having undertaken relevant compliance checks and training, including members of the Ardoch Board.

³ Revised from Safe Environments for Children and Young People, Government of SA, Department of Human Services

Appendix 2: Key responsibilities

This table outlines the key responsibilities for specific roles within the organisation for developing and maintaining a culture of child safety and wellbeing. These responsibilities are in addition to the general responsibilities of all Ardoch Employees, Board members, Volunteers and Contractors outlined in the Policy.

Role	Responsibilities
Board	<p>As the governing body for Ardoch, the board is responsible for:</p> <ul style="list-style-type: none"> • Ensuring that child safety considerations are foremost in organisational decision-making • Approving, and reviewing at regular intervals, Ardoch’s Child Safety and Wellbeing Policy • Ensuring that Ardoch’s Child Safety and Wellbeing Policy is aligned with the National Principles for Child Safe Organisations and reflects the legislative requirements of all relevant state and territory jurisdictions in which Ardoch works • Clearly articulating Ardoch’s risk appetite with respect to child safety matters • Ensuring that there are appropriate management structures and practices are in place to ensure that the Child Safety and Wellbeing Policy is operationalised effectively.
Finance Risk and Audit Committee (FRAC)	<p>As a sub-committee of the Ardoch Board, the FRAC is responsible for:</p> <ul style="list-style-type: none"> • Reviewing all reported child safety incidents, seeking further advice and clarification from management if required, and maintaining oversight to ensure that any recommendations to policy or practice arising from these reviews are implemented • Alerting the board to any critical child safety incidents involving Ardoch employees or volunteers as alleged perpetrator, emerging risks or matters requiring remediation.
Chief Executive Officer	<p>The Chief Executive Officer is responsible for:</p> <ul style="list-style-type: none"> • Ensuring that child safety considerations are foremost in organisational decision-making • Recommending to the board any changes to Ardoch’s Child Safety and Wellbeing Policy in line with relevant legislative changes or evolving practice relevant to the National Principles for Child Safe Organisations • Ensuring Ardoch’s Child Safety and Wellbeing Policy is implemented and adhered to • Ensuring that a program of training is in place for all employees and volunteers that is relevant to their specific role and that a system of monitoring compliance with training requirements • Reporting to FRAC and/or the Board, as per Ardoch policies and procedures, all breaches of Ardoch’s Child Safety and Wellbeing

	<p>Policy and ensuring the appropriate steps for addressing such breaches are taken, along with implementing required actions to mitigate against further such breaches</p> <ul style="list-style-type: none"> • Ensure the CEO and delegates are aware of their Reportable Conduct obligations. • Reviewing and supporting CSO to respond to complaints, allegations, or concerns regarding child safety matters • Recommending, within Ardoch’s annual operating budget, the expenditure of necessary resources to ensure Ardoch can demonstrate it is meeting its stated commitment to child safety, or invest in relevant initiatives to enable it to meet this commitment • Demonstrating proactive and positive leadership on child safety matters that seeks to reinforce
<p>Child Safety Officer</p>	<p>The Child Safety Officer is responsible for:</p> <ul style="list-style-type: none"> • Ensuring that all employee and volunteer training is reviewed at least annually and is aligned to the National Principles for Child Safe Organisations, and the Victorian and NSW Child Safe Standards and relevant legislative requirements, including formal sign-off on all training developed and delivered by Ardoch • Ensuring that an annual program of training is in place for all Ardoch employees and volunteers (including board members) and that all managers are aware of their responsibilities for ensuring employee and volunteer completion of the relevant training • Receiving and responding to complaints, allegations, or concerns regarding child safety matters from Ardoch employees and volunteers • Ensure the CEO and delegates are aware of their Reportable Conduct obligations. • Reporting complaints, allegations or concerns to the CEO or the Chair of the Board in accordance with procedures, as well as notifying the relevant education partner about the complaint, as required • Supporting volunteers to report to external authorities (such as police or child protection services), as required.
<p>Senior managers</p>	<p>Senior managers are responsible for:</p> <ul style="list-style-type: none"> • Taking a proactive role as a member of the leadership team in ensuring that child safety considerations are foremost in organisational decision-making • Ensuring that all employees within their teams complete relevant training, understand their child safety responsibilities and maintain relevant knowledge for the fulfilment of their role, providing additional support if required • Initiating appropriate performance management and/or disciplinary actions that may be required where employees fail to do so and/or

	commit any breach of Ardoch’s Child Safety and Wellbeing Policy or Code of Conduct
Program managers	<p>Program managers are responsible for:</p> <ul style="list-style-type: none"> • Ensuring that all Ardoch programs are developed taking account of the National Principles for Child Safe Organisations • Providing internal leadership in relation to program delivery matters to ensure that all program employees, program delivery partners and education partners are aware of Ardoch’s commitment and approach to child safety • Ensuring that program risk assessments are reviewed and updated annually, or more frequently as required • Where necessary, liaising with Ardoch program delivery and education partners to ensure that Ardoch’s ability to demonstrate compliance with the National Principles for Child Safe Organisations is not compromised
Child safety champions	<p>The Child safety champions are responsible for:</p> <ul style="list-style-type: none"> • Developing and maintaining a comprehensive understanding of the National Child Safe Standards and how they apply to Ardoch’s work • Promoting the importance of child safety in all aspects of Ardoch’s work • Providing proactive support, acting as a sounding board, and being a source of knowledge on child safety issues, especially within their own teams • Actively supporting the Child Safety Officer with implementation of Ardoch’s Child Safety Improvement Plans, including providing feedback on resources such as policies, procedures, program materials and training modules, and building team knowledge through team meetings and other forums • Proactively identifying ways in which a child safety culture can be further embedded at Ardoch, and working collaboratively to help them be realised • Advocating within Ardoch for children and young people and their right to be safe, supporting the roles of the Child Safety Officer and other relevant managers.
Programs team members	<p>Program team members are responsible for:</p> <ul style="list-style-type: none"> • Developing and delivering training to volunteers • Encouraging and supporting volunteers to report child safety concerns and/or breaches • Liaising with Ardoch partners (education, program delivery and workplace) on child safety matters relevant to Ardoch’s ongoing compliance with the National Principles for Child Safe Organisations.