



Safeguarding Children and Young People Commitment Statement

The AZYC is committed to ensuring the safety and wellbeing of all children and young people who access our activities, camps and services. Our policies and procedures seek to address risks to child safety and to establish a safeguarding culture and practices. Our safeguarding policies and procedures are: accessible in forms that are easy to understand; have been informed by stakeholder consultation; and are communicated to children, young people and their families, our leaders, external providers and the general public. We regularly review our policies, gain endorsement of changes and advise our personnel and children, young people and their families of changes.

We are committed to safeguarding children and young people

Through our Safeguarding Children and Young People Policy we document our clear commitment to safeguarding children and young people from abuse and neglect. We communicate our commitment to all of our personnel and give them access to a copy of our policy.

Our personnel know the behaviour we expect

We ensure that each person involved in our delivery of services to children and young people understands their role and the behaviour we expect in relation to safeguarding children and young people from abuse and neglect. We utilise clear position descriptions which clearly state relevant safeguarding requirements. We have a code of conduct, which is approved and endorsed from the highest levels of our organisation that outlines our expectations for behaviour towards children and young people. Our leaders are given a copy of and have access to the code of conduct. Our leaders indicate, in writing, that they have read and are committed to the code of conduct.

We minimise the likelihood of recruiting a person who is unsuitable

We have appropriate measures in place to minimise the likelihood that we will recruit a person who is unsuitable to work / volunteer with children or young people. We have recruitment procedures that

ensure:



- Our safeguarding commitment is communicated to potential leaders.
- face-to-face interviews are held which includes safeguarding-related questions
- two professional reference checks are undertaken
- screening checks are undertaken, including identity, criminal record, working with children checks and qualification checks.

Induction and training is part of our commitment

We provide all new personnel with information during their induction about our commitment to Safeguarding including our Safeguarding Children and Young People Policy, code of conduct and child abuse reporting policy. We have a process for ensuring all of our leaders complete Safeguarding Children training. We support ongoing education and training for our leaders to ensure safeguarding information is provided in an ongoing way.

We encourage the involvement of children, young people and their families

We involve and communicate with children and young people, and their families in developing a safe, inclusive and supportive environment. We provide information to children and their carers about:

- our commitment to safeguarding children and their rights
- the behaviour we expect of our personnel and of themselves
- our policy about responding to child abuse

We have processes for encouraging two-way communication with children and families. We seek their feedback and have a process for responding. We respect diversity and seek to facilitate effective communication and involvement.

Our personnel understand their responsibility for reporting child abuse

Our policy for responding to child abuse is approved and endorsed from the highest levels of our organisation, and applies to all our personnel. The policy states that:

- personnel must immediately report abuse or neglect and any concerns with policies, practices or the behaviour of personnel.
- personnel must meet any legislated mandatory reporting requirements
- personnel must follow a specified process when reporting abuse or neglect including who will receive reports
- failure to report is serious misconduct

Our leaders are given a copy of and have access to the policy and understand the implications of the policy for their role. We document any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures or concerns.

We maintain and improve our policies and practices

We are committed to maintaining and improving our policies, procedures and practices to safeguard children and young people from neglect and abuse. We have assigned responsibility for maintaining and improving our policies and procedures to a 'Safeguarding Children Program Coordinator'.

We monitor our personnel and external providers to ensure appropriate practice and behaviour, and policies are followed. We communicate with our leaders to ensure that they understand our policies and that the policies are effective in the work place. We require our personnel to disclose convictions or charges affecting their suitability to work with children and young people and we review police records and WWCC checks periodically.

We have formal reviewed our service delivery to identify and document potential risks to children or young people. We undertaking formal reviews, at least annually, to identify and document potential risks to children or young people associated our service delivery. We have a procedure to undertake annual reviews, as part of our ongoing compliance with safeguarding requirements.

Related Documents

The following AZYC policies must be considered in relation to this document:

- Practice and Behaviour Guidelines / Safeguarding Code of Conduct
- Responding to Child Abuse and Allegations Reporting Policy
- Recruitment and Induction Policy
- Guidelines to Parents
- The rights of young people at Australasian Zionist Youth Council (AZYC) Junior Participants
- The rights of young people at Australasian Zionist Youth Council (AZYC) Senior Participants
- AZYC Incident Management Policy



full name	Date	signature