

Gathering here on this land togethe

We acknowledge the Traditional Owners of the Kabi Kabi and Jinibara Peoples. We honor and respect their continuing connection to land, waters and culture and pay our respects to Elders past, present and emerging

We pledge our ongoing solidarity with the traditional owners and all Aboriginal and Torres Strait Islander peoples, in their struggle for recognition of sovereignty, historical truths and justice.



\*\*\*National Principles for Child Safe Organisations are indicated in brackets at the end of each statement.

<u>Child Safety</u> - endED prioritizes child safety in all aspects of decision making, program delivery, policy & staffing to ensure the safety & wellbeing of all young people who engage with the endED community. endED is committed to providing a child safe service in accordance with the Commonwealth Child Safe Framework. [1]

<u>Child Safe Culture</u> - endED programs promote the participation, empowerment & belonging of children at all times. We take steps to ensure we are creating a child safe culture through the thoughtful selection of our staff & volunteer inclusion. To ensure efficacy in this process, endED employs a rigorous recruitment process; screening & values-based interviewing; ongoing processes of supervision & training oriented to best practice when working with children; escalating, responding to, and reporting suspected child abuse or harm immediately. [5]

<u>Child Safe Team</u> - endED nurtures active involvement in regular attendance of professional development, supervised peer discussions, team training days & research discussions. endED staff are encouraged to diversify their professional development allocations, to explore a wide range of trauma-informed practice, alternative creative-based approaches, promotions of culturally safe environments and revisions of up-to-date policy and frameworks. [5,7, 10]

<u>Child Safe Workplace Practices</u> - endED's staff & volunteers are stepped through our Code of Conduct & Workplace Health and Safety prior to engaging in any program offerings that involve working with children. endED has current systems for ensuring that all relevant staff & volunteers have current working with children checks or equivalent background checks. We also employ a balance of MHFA, First Aid & Yellow Card Team members present across the group settings. [1,5,7]

<u>Child Safe Mandatory Reporting</u> - endED take all allegations of child abuse seriously, acting immediately, guided by the <u>Mandatory Reporting Guidelines</u>, to support staff & volunteers through consultation with senior team members who support necessary escalations in line with endED's organizational policies & procedures.[1] endED uses the <u>four stepped process for the assessment of harm and risk of harm</u> from the <u>Commonwealth Child Safe Framework</u> across our intake engagement, our staff training, annual reviewing process & on-going care for young people engaged with our service. [1]

<u>Child Safe Feedback Mechanisms</u> - endED is proactive in seeking feedback from all individuals who engage with us, as well as discourse with the wider community. endED is proactive in providing age-appropriate platforms to regularly seek children & young people's views and encourage participation in decision-making, including visually creative & engaging, user friendly, simple & effective online forms. Feedback seeks to capture; an individual's experience, planning & ideation, co-designing what a supportive space looks like for them, facilitator feedback, and creative prompts to distil how they are experiencing the offerings we provide. [2, 9]

<u>Child Safe Complaint Process</u> - endED promotes transparency in its complaint process, with public transparency [website], in-house visual aids & regular discussion, building on our feedback mechanisms. We create strength & unification of vision to endED's commitment towards child safety, providing visible reference to the United Nations Convention on the Rights of the Child, the agreement by countries who have promised to protect children's rights. endED provides resources created for young people, including the "Speak Up and Make a Complaint" poster as well as the guidelines that support our staff & volunteers to "help children & young people to speak up".









<u>Child Safe Complaint Approach</u> -endED welcomes the child or young person to involve their identified support person, family member, or a trusted endED staff member to assist any complaint process. Through a collaborative & mindful approach, the young person or child informs the process for supporting their identified needs, and for any changes required within the organisation. Alternatively, if their decision is to no longer engage with us, we move into the process of "make a warm referral, contacting the agreed service for them and help them get an appointment" [Complaint Handling Guide: Upholding the rights of children and young people, 2019, 19]. [6]

<u>Child Safe Risk Mitigation</u> - endED ensures that all staff & volunteers are proactive in identifying & mitigating physical and online risks. Regular, transparent conversations providing clarity around internal decision-making processes pertaining to the safeguarding of all individuals engaged in using chosen communication platforms are privileged. The employment of weekly 'group agreement & guidelines' are communicated to both individuals, family members & identified supports, to promote the safety of the individual and the wider group. Parents & identified supports are invited to view & provide feedback about how communication is displayed.[8]

<u>Child Safe Inclusion</u> - endED acknowledge & celebrate diversity of family units & respect the role that different family members may play in a child or young person's life. endED respects that families & carers are best placed to advise about their children's needs & capabilities. We actively seek information that supports endED to create a supportive & safe environment for each child or young person. [3]

<u>Child safe Diversity</u> - endED actively participates in knowledge, practice & key relationships that enhance a culturally safe organisation, embracing the willingness to learn, understand & respond to a diversity of cultures. endED acknowledges the strengths & individual characteristics of children, embracing all children & young people regardless of their abilities, sex, gender, or social, economic or cultural background. endED endeavors to create a welcoming space of gathering that is inclusive, open, curious and non-judgmental. [4]

<u>Child Safe Cultural Learnings</u> - endED align with the cultural safety of Aboriginal & Torres Strait Islander peoples and those from culturally & linguistically diverse backgrounds. endED strive to learn *from and with* the community of those actively engaging with us. We promote internal & external supervision & continuing professional development, immersing our staff in learnings across the continuing development of creating a child safe culture. endED staff operate in line with the Lived Experience Framework, embodying qualities of; "mutuality, empathy, equitable relationships, advocacy and are fostering examples of hope" [Queensland Framework for the Development of the Mental Health Lived Experience Workforce, 2019, pg. 4].[4]

<u>Child Safe Diverse Community</u> - endED proudly welcomes the community of LGBTQI+ individuals, including children who identify or are part of differing relationship structures. endED align with & are also represented by staff who identify as queer. Together we openly welcome all, celebrating diverse values, beliefs & world views and we "demonstrate that discrimination on the basis of a person's sexual orientation, intersex status and gender identity won't be tolerated" [Complaint Handling Guide: Upholding the rights of children and young people, 2019, 28]. [4]

<u>Child Safe Environment</u> - endED provides a safe & accessible environment for children with a disability, with multiple access points & bathroom facilities. endEDs, House of Hope, is located on wide-open acreage, providing opportunity for quiet reflection, regulation & support to take place in a safe & caring manner. endED use a range of sensory modulation tools, areas of low lighting, quiet spaces & soft, neutral furnishings to create therapeutic spaces. [4]





