



Peninsula Outdoors – Safeguarding Children Policy

1. Introduction

At Peninsula Outdoors, our primary commitment is to ensure the safety and well-being of all children and vulnerable individuals who engage with our activities, services, and programs. We are dedicated to providing an environment where children and vulnerable people can feel safe, respected, nurtured, and cared for. We acknowledge that potential risks may come from various sources, including parents/caregivers, guardians, our own staff, members of the public, or even other children and vulnerable individuals.

Our policy aims to:

- 1.1. Articulate our unwavering commitment to maintaining a safe environment for children and vulnerable people.
- 1.2. Promote a zero-tolerance approach to any form of abuse, harm, or neglect.
- 1.3. Document the key principles and components that contribute to a child and vulnerable person safe environment.
- 1.4. Promote cultural safety for First Nations people, culturally diverse backgrounds, individuals with disabilities, LGBTQI+ community members, and those not living at home.
- 1.5. Raise awareness among our staff regarding their conduct and responsibilities when interacting with children and vulnerable individuals.
- 1.6. Identify potential risks and appropriate responses to concerns of abuse, harm, and neglect.
- 1.7. Ensure protection for children and vulnerable individuals in the delivery of our activities, services, and programs.

2. Risk Management

2.1. Peninsula Outdoors is committed to proactively assessing and managing risks to children and vulnerable individuals. We aim to reduce the likelihood of harm by regularly evaluating all aspects of our operations that might pose risks to these individuals.

3. Code of Conduct

3.1. Our Code of Conduct serves as a guide for all Peninsula Outdoors personnel, outlining expected behaviors and appropriate boundaries when working with children and vulnerable individuals. All personnel are required to read and understand this Code, ensuring that they adhere to it.

3.2. The Code of Conduct aims to minimize the risk of harm to children and vulnerable individuals and creates a safe, respectful, and friendly environment. It also provides clear guidance for our personnel when interacting with these individuals, encouraging them to approach their work with care, compassion, and honesty.

4. Recruitment, Selection, and Screening

4.1. Peninsula Outdoors will exercise diligence in the recruitment and selection of staff and volunteers who work directly with children and vulnerable individuals.

4.2. We will employ robust processes during the recruitment phase, including thorough interviews, reference checks, and screenings in compliance with legislative requirements, such as National Criminal History Checks and Working with Children Checks.

5. Training and Induction

5.1. Peninsula Outdoors is dedicated to providing continuous training to equip our personnel with the necessary skills to ensure the safety and well-being of children and vulnerable individuals.

5.2. Our staff will receive child safety-related induction training, and we commit to ongoing education and support to improve their child safety skills.

6. Managing Challenging Behaviors

6.1. Peninsula Outdoors will promote appropriate and effective behavioral management strategies rooted in respect and mutual obligation to ensure the safety of children and vulnerable individuals.

7. Managing Concerns, Allegations, Disclosures, and Incidents

7.1. We will maintain clear and accessible complaint pathways for children, vulnerable individuals, their families, the community, and our personnel.

7.2. All complaints and reports will be taken seriously and handled accordingly.

7.3. We commit to conducting prompt and effective investigations into allegations, ensuring procedural fairness, confidentiality, and privacy.

8. Review & Amendment

This policy will be reviewed every two years or as needed due to changes in legislation or operational circumstances. Any amendments will be communicated to employees and updated in our policies and procedures manual.

9. Child and Vulnerable Person Procedures

The detailed procedures for implementing the policies related to Child and Vulnerable Person Safety can be found in the following sections:

- 9.1. Child and Vulnerable Person Risk Management
- 9.2. Recruitment, Selection, and Screening
- 9.3. Induction, Training, and Code of Conduct
- 9.4. Managing Challenging Behaviors
- 9.5. Managing Concerns, Allegations, Disclosures, and Incidents of Child Abuse
- 9.6. Images and Photos of Children and Vulnerable People
- 9.7. Internet Safety