



We believe in the power of  
inspired young people

## YMCA Geelong Board Statement Safeguarding Children and Young People

At the Y we consider the safety and wellbeing of children and young people to be our highest priority. We believe in inspired young people and this can only occur when they are empowered, safe and provided a voice.

YMCA Geelong Board wish to provide to our community, schools, education providers, user groups and members transparency to the implementation and compliance to the Child Safety Standards and provide details of the following processes that are in place for all employees/volunteers at YMCA Geelong facilities.

Safeguarding is our highest objective and the most important driver for decision making and practice at all levels of our organisation. We are proud of the work of the Y Safeguarding Team in developing the Y Geelong Safeguarding Action Plan 2022-2023 and fully support the implementation of YMCA Australia's collective National Safeguarding strategic pillars.

As a member of the longest running global youth focused organisation in the world, the YMCA Geelong Region is committed to providing child and youth safe environments. This is culturally embedded in our service practices and governance approaches of the Leadership teams and Board of Directors. The Board strongly believe that by providing safe places for young people to engage is a key contributor to their achieving their learning and growth potential.

As part of this implementation, the Y Geelong Board has appointed existing Board Member Mark Wilkin as the Safeguarding Board Sponsor on our Risk and Safeguarding Committee.

As the YMCA Australia independent reviewers, Australian Childhood Foundation will measure the Y complies with key safeguarding standards including:

- Commitment to Safeguarding Children
- Personnel Roles and Conduct
- Recruitment and Screening
- Personnel Induction and Training
- Involving Children and Parents
- Child Abuse Reports and Allegations
- Supporting a Child-Safe Culture.

Natalie McColl  
President  
November 2020

Shona Eland  
CEO

## Y Safeguarding in Action

- ❑ All employees and volunteers are required to have a current Working with Children Check. This is audited weekly by our HR department.
- ❑ All employees and volunteers over 18 years of age are required to complete a National Police Record Check and reviewed on a three-year basis as a minimum however can be more frequent if required.
- ❑ All employees and volunteers over 18 years of age who have worked overseas are required to provide a copy of their International Police Record Check that has been conducted no more than 6 months prior to the commencement of the position.
- ❑ All employees and volunteers are referenced checked by qualified trained personal.
- ❑ All employees and volunteers over 18 years of age are required to complete a Safeguarding Children and Young People training program at the commencement of their employment and undertake annual review of the Policy or attend training on topics such as reportable conduct, grooming behaviours, trauma informed practice, empowerment of young people.
- ❑ All staff meetings have standard agenda items that addresses proactive compliance to the YMCA Safeguarding Children and Young People Policy and Procedures and incident reporting.
- ❑ YMCA employees and volunteers are required to undertake and acknowledge commitment to YMCA Geelong Safeguarding Children and Young People Policies, Procedures, Mandatory Reporting and Guiding Principles and Behaviours statement.
- ❑ YMCA Geelong is accredited as a Safeguarding Children Organisation that have met all criteria associated with the policy, procedures, recruitment, inductions and personal records, training, parent and children engagement, responding to child abuse reports and allegations.
- ❑ Safeguarding concerns are actioned and investigated by trained personal. We have implemented “Feel Safe Be Safe” programs to encourage child and young people to have a voice and any concerns can be forwarded to [geelong@ymca.org.au](mailto:geelong@ymca.org.au)

- ❑ YMCA employees and volunteers are educated to empower children and young people from all cultures, abilities and ages to have voice and feel comfortable to speak up about matters that affect them. We are particularly mindful to assist those children and young people that are vulnerable to be supported to be able to feel comfortable to talk to others.
  
- ❑ YMCA employees and volunteers are supported, mentored and supervised in the workplace and practices to ensure they met our commitment to a safe, supportive culture.
  
- ❑ YMCA employees and volunteers are required to;
  - Wear a uniform and/or a name tag
  - Make sure children are cared for and supervised well
  - Do not get upset, mad or angry with children at any time
  - Explain rules clearly to children so that they understand what they are supposed to do
  - Do not take children or young people anywhere in their car, on their bike, a bus or any other transport in a one on one situation in a work/professional or private setting.
  - Will not take children or young people on an excursion unless they have parent or guardian's permission in writing and the group is going
  - Not call children or young people on their mobile, text or contact on social media or at any time

All employees at YMCA Geelong met the requirements outlined in the Catholic Education Office Child Safety Policy and Ministerial Order 1359

Ministerial Order 1359 specifies the following requirements;

- Culturally Safe environments
- Child Safe & Wellbeing embedded in leadership, governance and culture
- Child & Student empowerment
- Family engagement
- Diversity & Equity
- Suitable staff & volunteers
- Complaints process
- Child Safety knowledge, skills and awareness
- Child Safety in physical and online environments
- Review of child safety practices
- Implementation of child safety practices

Please visit [www.geelong.ymca.org.au](http://www.geelong.ymca.org.au) for more information on our Safeguarding Children and Young People practices and guidelines.