

Child Safe Protocol





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Child Safe Protocol



Introduction

Purpose

The purpose of this Child Safe Protocol is to promote the safety, protection and wellbeing of all children and young people who are supported by Foundations Care. We are committed to creating an environment where children and young people are safe, valued, respected and empowered, and where they feel safe to express themselves and have their voices heard.

This Protocol acts as a framework for Foundations Care's approach to preventing harm, responding to concerns, and creating a culture of accountability and vigilance. It reflects our commitment to comply with all relevant child protection laws, the National Child Safe Principles, and all relevant regulations and standards. This is to ensure Board members, staff, volunteers, students and contractors understand their responsibility to ensure children and young people are safe and protected from harm.

Scope

This Protocol, related documents and referenced legislation applies to all Board members, staff, contractors, volunteers and students, and any other individuals engaged by Foundations Care who interact with or impact children and young people in any capacity in both physical and online environments.



Definitions

Child	Any person under the age of 18, as defined by law.
Physical Abuse	The intentional use of physical force against a child or young person that results in, or is highly likely to result in harm for the child or young person's health, survival, development or dignity (WHO, 2006).
Emotional Abuse	Inappropriate verbal or symbolic acts towards a child or young person and/or a pattern of failure over time to provide a child or young person with adequate non-physical nurturing and emotional availability (WHO, 2006).
Neglect	Isolated incidents or a pattern of failure over time to provide for the development and wellbeing of a child or young person relating to health, education, emotional development, nutrition, shelter and safe living conditions (WHO, 2006).
Sexual Abuse	The involvement of a child or young person in sexual activity that they do not fully comprehend, is unable to give informed consent to, or for which the child or young person is not developmentally prepared, or else that violates the laws or social taboos of society (WHO, 2006).
Mandatory Reporting	Mandatory reporting laws require specified individuals to report known or suspected types of child abuse and neglect to government authorities (Matthews, 2014a).



National Child Safe Principles

The National Child Safe Principles for Child Safe Organisations are a set of 10 principles designed to create child safe cultures and practices within organisations that support children and young people. Each state/territory has developed its own Child Safe Standards to meet specific legislation and requirements, however, all are based on the nationally endorsed Child Safe Principles.

- 01 | Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- 02 | Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- 03 | Families and communities are informed and involved in promoting child safety and wellbeing.

- 04 | Equity is upheld and diverse needs respected in policy and practice.
- 05 | People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- 06 | Processes to respond to complaints and concerns are child focused.
- 07 | Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.





08

Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed

09

Implementation of the National Child Safe Principles is regularly reviewed and improved.

10

Policies and procedures document how the organisation is safe for children and young people.

Universal Principle

The Universal Principle is about creating environments that make Aboriginal and Torres Strait Islander people feel culturally safe, which broadly means welcome, safe, valued, included and respected.

Foundations Care has committed to adopting the Universal Principle across all of its programs nationally.

Related Documents

Code of Conduct

Practice Manuals -
Reporting Incidents
Chapters

Child Safe Agreement

Protocol: Child and
Young Person Safety
and Risk
Management
Statement

Protocol: Preventing
& Responding to
Abuse, Neglect and
Exploitation

Statement of
Commitment



Related Legislation and Standards

QLD

Child Protection Act 1999

Anti-Discrimination Act 1991

Child Protection (Working with Children) Act 2012

Child Safe Organisations Bill 2024

Human Rights Act 2019

Working with Children (Risk Management and Screening) Act 2000

Child Protection Regulation 2023

Family and Child Commission Act 2014

QLD Child Safe Standards

Charter of Rights for a Child in Care

NSW

Children and Young Persons (Care and Protection) Act 1998

Children's Guardian Act 2019

Anti-Discrimination Act 1977

NSW Child Safe Standards

Charter of Rights for Children and Young People in Out-of-Home Care

TAS

Children, Young Persons and Their Families Act 1997

Child and Youth Safe Organisations Act 2023

Registration to Work with Vulnerable People Act 2013

Personal Information Protection Act 2004

Youth Justice Act 1997

TAS Child Safe Standards

National

The Privacy Act 1988

National Disability Insurance Scheme Act 2013

United Nations Convention of the Rights of the Child

National Child Safe Principles for Child Safe Organisations

Crimes Act 1900



Approval and Review Details

Effective Date:	19/08/2025
Next Review Date:	19/08/2026

Approved by:

19/08/2025

Michelle Middelbosch
Chief Executive Officer

This Protocol will be reviewed by Foundations Care's Chief Executive Officer or delegate/s annually or after a critical incident as required. Children and young people, other service users and stakeholders are given the opportunity to provide feedback as part of all reviews.

For questions or feedback about this Protocol, please contact servicesupport@csg.ngo