



**Carers WA**



# **Child and Youth Risk Management Strategy**

## STATEMENT OF COMMITMENT

Carers WA (CAWA) supports the rights of children and young people and is committed to providing a safe and supportive service environment directed at ensuring their safety, health, and wellbeing. To support this commitment, we are dedicated to adhering to the National Principles for Child Safe Organisations and our Child and Youth Risk Management Strategy, which has policies and procedures in place to ensure a prompt response to allegations of harm or risk of harm to children and young people, and effectively address the safety, health and wellbeing of children utilising our services. The organisation values compassion, diversity and inclusion, innovation, and positive impact which reflects the philosophy that we are committed to promoting and achieving.

## STRATEGY

CAWA has developed a Child and Youth Risk Management Strategy to foster a safe and supportive service environment for children and young people by identifying potential risks of harm to children and young people and implementing strategies to minimise this risk. The Strategy applies to any person who is engaged by CAWA.

### Child-Centred Approach

Prioritise the safety, wellbeing, and best interests of children and young people in all actions and decisions.

### Participation and Empowerment

Involve children and young people in decision-making processes and empower them to express their views and concerns, wherever decisions and/or actions will impact them.

### Cultural Safety and Inclusion

Respect and celebrate diversity, cultural identity, and individual differences, ensuring that all children and young people feel valued, included, and safe to come as they are when working with CAWA staff.

### Accountability and Transparency

Establish clear policies, procedures, and accountability mechanisms to ensure that all staff understand their responsibilities and obligations toward keeping children safe.

### Continuous Improvement

Regularly review and evaluate policies and practices to identify areas for improvement and ensure the ongoing enhancement of child-safe practices.

### **Recruitment, Selection and Training of Team Members**

- When recruiting, holding a working with children card is a requirement advertised as part of the position description of any role in programs that are child related and is a pre-condition of employment for child related roles. All staff are trained in all aspects of the role and organisation policy and procedures including the Child and Youth Risk Management Strategy for CAWA.
- CAWA will ensure that all individuals are supported to be aware of their legal obligations.
- If staff are outlined as mandatory reporters as a part of their professional registration, those staff are responsible for understanding the requirements of their own registration and acting in accordance with these directives.

### **Managing breaches**

CAWA will address any breach of the Child and Youth Risk Management Strategy in a fair and supportive manner.

### **Risk Management Plans for High-Risk Activities and Events**

CAWA is committed to developing and reviewing risk management plans, as required, for high-risk activities and special events. Plans are communicated to all stakeholders involved prior to the activity/event and a follow up review will be conducted.

### **Communication and Support**

CAWA is committed to communicating the Child and Youth Risk Management Strategy, as well as the consequences of breaching the Strategy, to all staff. This strategy is available publicly on the Carers WA website to ensure that all relevant stakeholders have access to it at any point.

### **Annual Review**

To ensure that the Strategy remains current and effective in identifying and minimising risks of harm to children, the documents forming part of the Strategy are monitored and reviewed annually. These documents will also be reviewed after any incident where a child or young person is at risk of harm, or a breach of the strategy is identified.

## References

- National Principles for Child Safe organisations

## Commitment

### *Mandatory requirement 1*

- A statement of commitment to the principles of safe and supportive service environments

### *Mandatory requirement 2*

- A code of conduct

## Capability

### *Mandatory requirement 3*

- Recruitment, selection, training, and management strategies that encourage best practice and enhance the safety and wellbeing of children and young people

## Concerns

### *Mandatory requirement 4*

- Policies and procedures for handling disclosures and suspicions of harm

### *Mandatory requirement 5*

- Policies and procedures for the occasions where there might be a breach of the organisation's Child and Youth Risk Management strategy

### *Mandatory requirement 6*

- A planning process for high-risk activities and special events

## Consistency

### *Mandatory requirement 7*

- Policies and procedures for compliance with the Act, which regulates the working with children screening unit

### *Mandatory requirement 8*

- Strategies for communication and support for all stakeholders including children and young people

- Children and Community Services Act, 2004
- Privacy Act 1988
- Criminal Code Act 1913
- Guardianship and Administration Act 1913
- Australian Institute of Family Studies – Responding to children and young people's disclosures of abuse practice guide, 2015



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**[www.carerswa.asn.au](http://www.carerswa.asn.au)**