



# Child Safety Policy

Working with Children (Risk Management and Screening) Act 2000



# 1. POLICY STATEMENT

Townsville City Council is committed to the safety and wellbeing of all children and young people who use its services.

## 2. PRINCIPLES

Council is committed to ensuring that all Workers act in the best interests of children and young people, and that all conduct is appropriate and meets legislative requirements for child safety and the expected standards of behaviours in the workplace.

## 3. SCOPE

This policy applies to all Workers who have the responsibility for the safety and wellbeing of children and young people accessing Council services.

## 4. RESPONSIBILITY

The Chief Executive Officer, Directors, General Managers and Supervisors are responsible for ensuring this policy is understood and adhered to by all workers.

## 5. DEFINITIONS

**Blue Cards** – means a card issued by the Commission for Children and Young People and Child Guardian to provide eligibility for a person to work in the areas of child-related work covered by the Commission’s Act.

**Manager** – includes persons appointed to positions including with the title, Team Manager, General Manager, , Director and Chief.

**Services** – means services provided to the community by council, including without limitation libraries, galleries, theatres, events, the provision of community assistance, waste disposal, water and waste water.

**Workers** – includes employees, contractors, volunteers and all others who perform work on behalf of Council.

## 6. POLICY

All children and young people who are involved in Townsville City Council programs and services have a right to feel and be safe.

It is a requirement that all Council staff who work with children have appropriate statutory documentation including a Blue Card.

The Council will ensure best practice approach is undertaken in recruitment of worker who work with children or young people. The Council will ensure that legislative requirements in respect of child safety will be adhered to, monitored and appropriate changes made to practices as required.

### 6.1. EXPECTED STANDARDS OF BEHAVIOUR IN THE WORKPLACE

To ensure conduct is appropriate and meets legislative requirements for child safety, the expected standards of behaviours in the workplace are outlined as follows:

1. In relation to children, all Workers are expected to:

- Act in the best interests of all children;
- Respect the rights of children and young people as enshrined in the United Nations

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- Convention on the Rights of the Child (1991);
- Recognise children and young people as active citizens participating in different communities such as family, children’s services and schools;
- Create and maintain safe, healthy environments, spaces and places, which enhance children and young people’s learning, development, engagement, initiative, self-worth, dignity and show respect for their contributions;
- Work to ensure children, young people and families with additional needs can exercise their rights;
- Work to ensure children and young people are not discriminated against on the basis of gender, age, ability, economic status, family structure, lifestyle, ethnicity, religion, language, culture, or national origin; and
- Acknowledge children and young people as competent learners and build active communities of engagement and enquiry.

The Council will ensure that lawful policies, procedures and child safety risk management strategies are adhered to by all council staff.

## 7. LEGAL PARAMETERS

*Local Government Act 2009*

*Local Government Regulation 2012*

*Education and Care Services National Law (Queensland) Act 2011*

*Education and Care Services National Regulations 2021*

*United Nations Convention on the Rights of the Child (1991)*

*Working with Children (Risk Management and Screening) Act 2000*

## 8. ASSOCIATED DOCUMENTS

## 9. DOCUMENT HISTORY

Date	Version	Amendment	Reviewer	Approved
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02.02.23	4	<ul style="list-style-type: none"> <li>• Delete reference to "Principal" in definition of Manager</li> <li>• Add the words "without limitation", and "galleries, theatres, events," to the definition of Services</li> <li>• Remove references to "and young people" throughout section 6.</li> <li>• Update references to legislation throughout the Policy document</li> </ul>	IHC	02.02.23

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