



## Child Safety & Wellbeing Policy

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# Body Confident Collective

## Child Safety & Wellbeing Policy

### Purpose

The purpose of this policy is to ensure the safety and wellbeing of children in their involvement with Body Confident Collective (BCC), and to explain the organisational expectations and responsibilities with stakeholders, employees, contractors, volunteers and those involved with BCC. At Body Confident Collective we prioritise the safety and wellbeing of children above all else and have made a commitment as an organisation to ensure this is prioritised at every opportunity.

### Scope

This child safety and wellbeing policy applies to all people who conduct work for Body Confident Collective in a paid or unpaid capacity. This includes, but is not limited to board members, executive leadership, contractors, volunteers, interns, placement students, consultants, and staff. This policy applies to all activities in Body Confident Collective that involve, result in, or relate to children.

### Responsibilities

Child safety is the responsibility of everyone. Specific responsibilities are based on the role performed at Body Confident Collective.

#### Board Members and Executive Leadership

The board and executive leadership of BCC are responsible for ensuring that the Child Safety & Wellbeing Policy is updated regularly and implemented appropriately. They are responsible for ensuring that the appropriate policies, procedures and culture are in place to safeguard against the risk of child abuse and to respond appropriately if such occurs.

#### Child Safe Officer

The Child Safe Officer of BCC is responsible for overseeing that relevant policies are updated and adhered to. Prior to events and recruitment, it is their responsibility to ensure that all WWCC details have been collected, Code of Conduct has been completed and Child Safe procedures and policies are being implemented.

Author: Dr Georgie Buckley, 2  
Approved By: Dr Zali Yager

### Managers, Staff and Contractors

All managers, staff and contractors are responsible for ensuring that their knowledge and professional development in Child Safety is sufficient to respond to child safety risk and that they complete the relevant eLearning module (*National Principles for Child Safe Organisations*) at least every 2 years. All direct supervisors and managers are responsible for their staff under their management that they have completed the relevant training, understand and comprehend the relevant policies and know where to report misconduct.

### Adult Volunteers, Interns and Students

Volunteers, interns and students are required to act in accordance with the Child Safety Code of Conduct when dealing with children or youth and are to provide an environment where children and young people feel safe from physical or verbal harassment or abuse. They are required to complete the relevant eLearning module (*National Principles for Child Safe Organisations*) at least every 2 years upon their involvement with BCC.

### Youth Members

Are to be aware that they have the right to report incidents or suspected incidents in which they have witnessed, experienced or believe to have occurred in relation to Body Confident Collective.

## Definitions

Adult	Any person aged 18 and above
Child/children	Any person under the age of 18
Child harm or abuse	<p><b>Cumulative Harm</b> Cumulative harm refers to the effects of multiple adverse or harmful circumstances and events in a child’s life. Cumulative harm may be caused by an accumulation of a single recurring adverse circumstance (such as unrelenting low-level care); or by multiple circumstances or events (such as persistent verbal abuse and denigration, inconsistent or harsh disciplines and /or exposure to family violence).</p> <p><b>Emotional Abuse</b> Emotional abuse occurs when a child is repeatedly rejected or frightened by threats. The abuse can involve name calling, being put down or continual coldness from a person to the extent that the behaviour of the child is disturbed, or their emotional development is at</p>

Author: Dr Georgie Buckley, 3  
Approved By: Dr Zali Yager

	<p>serious risk of impairment (this can include the effects of bullying). It also includes exclusion or bullying through social media.</p> <p><b>Exposure to Domestic or Family Violence</b> Exposure to Domestic or Family Violence occurs when a child witnesses or experiences the chronic domination, coercion, intimidation and victimisation of one person by another physical, sexual or emotional means within a domestic relationship</p> <p><b>Grooming</b> Grooming occurs when communication or conduct is linked to facilitating the involvement of a child in sexual behaviour with an adult. Children are particularly vulnerable to grooming through ‘social media’. Indicators of ‘grooming’ include but are not limited to:</p> <ul style="list-style-type: none"><li>• Developing special relationships with, favouring or giving gifts to a child</li><li>• Inappropriate interactions with children either in person or via forms of media and electronic devices</li><li>• Asking a child to keep a secret about any aspect of their relationship</li><li>• Testing of or ignoring professional boundaries, rules or the child safety code of conduct.</li></ul> <p><b>Neglect</b> Neglect occurs when there is a failure to provide a child with the basic necessities of life, such as food, clothing, shelter, supervision, medical attention or care to the extent that the health, safety, or development of a child is significantly impaired or placed at risk.</p> <p><b>Physical Abuse</b> Physical abuse occurs when a person purposefully injures or threatens to injure a child. The abuse can take the form of (but is not limited to) slapping, punching, shaking, kicking, throwing, burning, biting, poisoning, shoving, pushing holding or grabbing. An injury may take the form of bruises, cuts, burns or fractures. Physical abuse may leave no physical injury. This abuse can also be the result of ‘Hazing’ (the practice of rituals and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group). Additionally, physical abuse can be a single incident or a number of different incidents that take place over time. The ‘level of harm’ occasioned is not necessarily relevant to determining that physical abuse has occurred, rather, that</p>
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Author: Dr Georgie Buckley, 4  
Approved By: Dr Zali Yager

	<p>harm has or has not occurred. For harm to be ‘significant’ the detrimental effect on a child’s wellbeing must be substantial or serious and be demonstrated through the child’s presentation, functioning or behaviour.</p> <p><b>Sexual Abuse</b> Sexual abuse occurs when a child is used by a person (being either an adult, or another child or adolescent) for his or her own sexual stimulation or gratification. Child sexual abuse can occur via contact or non-contact acts, including grooming by perpetrators, inappropriate touching, penetrative abuse, and exposure to pornography, accessing pornography, the retention of pornography or involving a child in the making or sending of child pornography.</p> <p><b>Sexually Harmful Behaviour</b> Sexually Harmful Behaviour involves a child or young person (17 years of age or younger) engaging in sexual activity that is either unwanted or where, due to the nature of the situation, the other party is not capable of giving consent (e.g. children who are younger or who have cognitive impairment). In children under 10 years of age, such behaviour is usually referred to as sexually problematic behaviour.)</p>
Child Safety Officer	An appointed role within BCC to create awareness of child safety issues, assist with training and to be a primary point of contact to report any child safety or safeguarding concerns, allegations or breaches of the child safety code of conduct.
Cultural safety	Is the provision of a culture and environment that ensures respect for all cultural and social differences. Particular effort should be engaged with where the cultural and social difference has been marginalised, oppressed or is not the dominant cultural or social influence of that environment.
Mandatory reporting	A requirement of state or federal legislature where it is required or mandatory to report known or suspected abuse or neglect. This varies from the state or territory upon where the abuse or neglect is suspected to have occurred or have been noticed in.
Working With Children Check (WWCC)	A check and ongoing monitoring process undertaken by the Department of Justice and Community Safety which covers specific offences relating to children and some offences related to adults. The Department of Justice monitors charges, offences and reportable conduct to continuously assess to person suitability to work with children.

## Child Safety & Wellbeing Principles

The Body Confident Collective Child Safety & Wellbeing Policy and relevant reporting procedures are underpinned by the Child Safe Organisations National principles. They include:

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture.
2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved in promoting child safety and wellbeing
4. Equity is upheld and diverse needs respected in policy and practice.
5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6. Processes to respond to complaints and concerns are child focused.
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9. 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.

## Child Safety Training

All employees, contractors and volunteers are required to complete child safety training. This training must take place prior to working with children, where all individuals involved with BCC must undertake the [Introduction to the National Principles for Child Safe Organisations eLearning Module](#). This training must be completed every 2 years.

Managers, Supervisors or relevant Event Organisers are required to ensure that completion of training has been undertaken for each of their participating members. Further to this all members, contractors, volunteers and staff are required to comprehend and complete the Child Safe Code of Conduct form.

## Recruitment, Screening and Pre-Employment Checks

As part of BCC's commitment to ensuring a child-safe organisation all contractors, employees or volunteers will be expected to obtain a Working with Children Check of their relevant State or Territory of work. In addition to this contractors or employees will also be

Author: Dr Georgie Buckley, 6  
Approved By: Dr Zali Yager

required to undertake a minimum of 2 reference checks which will include questioning about any concerns the person may have with regards to the candidate working with, supervising or being around children.

## Reporting

If anyone is in immediate danger, always contact Triple Zero (000) immediately.

### Reporting Process

Any reports of child safety incidents, suspected incidents, safeguarding concerns, breaches of policy or breaches of the Child Safety Code of Conduct are to be reported in accordance with the Child Safety Complaints and Reporting Procedure. The Child Safety Officer can be contacted through the details listed on the Child Safety page on the Body Confident Collective Website: [www.bodyconfidentcollective.org/child-safe](http://www.bodyconfidentcollective.org/child-safe)

### Legal Reporting Obligations

Legislation in each Australian state or territory is different. In some states and/or territories there may be mandatory police or Child Protection authority reporting requirements alongside the reporting processes of Body Confident Collective. The relevant legislation and reporting requirements can be summarised here: [www.aifs.gov.au/resources/resource-sheets/mandatory-reporting-child-abuse-and-neglect](http://www.aifs.gov.au/resources/resource-sheets/mandatory-reporting-child-abuse-and-neglect)

## References and Resources

### Internal Documents

1. BCC Child Safe Code of Conduct V1 2022
2. BCC Child Safe Charter

### External Resources

1. Child Safe Charter
2. Child Safe Organisations National Principles
3. Child Sage Organisations Website
4. National Office for Child Safety Website
5. United Nations Convention on the Rights of the Child
6. Australian Human Rights Commission, Children's Right to Work
7. Royal Commission into Institutional Responses to Child Sexual Abuse

### Related Legislation

1. Australian Human Right Commission Act 1986

Author: Dr Georgie Buckley, 7  
Approved By: Dr Zali Yager

2. Australian Human Rights Commission Amendment (National Children's Commissioner) Act 2012 (Cth)
3. Commission for Children and Young People Act 2012 (Vic.)
4. Children, Youth & Families Act 2005
5. Wrongs Amendment (Organisational Child Abuse) Act 2017 (VIC)
6. Child Wellbeing and Safety Act 2005 (VIC)
7. Combatting Child Sexual Exploitation Legislation Amendment Act 2019
8. Crimes Amendment (Protection of Children) Act 2014 (VIC)
9. Children, Youth and Families Act 2005 (VIC)
10. Children Legislation Amendment (Reportable Conduct) Act 2017
11. Crimes Amendment (Grooming) Act 2014 (VIC)
12. Crimes Act 1958 (VIC)
13. Equal Opportunity Act 2010
14. Fairwork Act (Cth) 2009
15. Occupational Health and Safety Act 2004
16. Worker Screening Act 2020 (VIC)
17. Children Legislation Amendment (Information Sharing) Act 2018 (Vic)
18. Privacy and Data Protection Act 2014 (Vic)
19. Victorian Child Safe Standards