

Carers SA Australia

CHILD SAFETY FRAMEWORK

ACKNOWLEDGMENT OF COUNTRY



Carers SA acknowledges the traditional custodians of all the lands on which we meet, work and live. We recognise that this land always has and always will be First Nations land.

We pay our respects to Aboriginal and Torres Strait Islander Elders past and present and recognise the cultural and linguistic strength, diversity and continual connection with the land, waters and community.

At Carers SA we acknowledge the history and current realities of our First Nations people and understand our individual and collective responsibility towards creating inclusive, culturally safe services and programs for our First Nations Carers.

At Carers SA we commit to learning from the knowledge, traditions, stories, spirituality and experiences of First Nations People and as an organisation are committed to Carers SA Reconciliation Action Plan.

SECTION 1

OUR COMMITMENT TO CHILD SAFETY

About Carers SA

Carers SA is a state-wide organisation, with skilled and professional staff working across country and metropolitan South Australia.

Carers SA also provides a number of services to young people (aged 5-25) in a caring role. Carers SA is the lead Carer Gateway provider in South Australia and provides a range of supports for Carers including Carer Breaks and one on one support, as well as continues to play a strong advocacy role on behalf of Carers to ensure the Carer voice is heard and represented.



OUR VALUES



Inclusivity

All Carers are treated with respect, dignity and as a person in their own right.



Empathy

We are open, approachable and are always willing to provide assistance to Carers, the community and each other.



Integrity

We always act with honesty, accountability and transparency when engaging with Carers, the community and each other.



Professional Excellence

We strive to provide services of a high quality to Carers and other customers. We are progressive in our thoughts and actions, and aim to be leaders in the sector.

Collaboration

We work with Carers as partners, focusing on individual strengths with the aim to enhance positive outcomes. All external partnership opportunities are investigated and pursued to best serve the communities we work in and with.

CARERS SA SERVICE CHARTER



Carers SA Client Service Charter sets out the standard of service that the community of South Australia can expect when having contact with our organisation.

Embedded in the Charter is our responsibility to always provide safe environments for all Carers, those people being cared for and those Carers who are young and/or the vulnerable. We maintain Child Safe practices and have a Statement of Commitment to Child and Young People's Safety and well-being.

Who is a Carer

A Carer is anyone who provides unpaid care to a family member or a friend who lives with

- Disability
- Mental illness
- Dementia
- A long-term health condition
- An illness that is terminal
- An alcohol or drug related problem or
- Someone who is frail due to age.



CARER GATEWAY

Through Carers SA's role as the Carer Gateway provider in South Australia, we partner with other organisations to provide a holistic and impactful range of services to support Carers throughout SA including Skylight Mental Health and NPY Women's Council.

As part of providing inclusive and accessible services Carers SA is also working in partnership with Jewish Community Services, Chinese Welfare Services, Greek Welfare Services, German Speaking Aged Services and Multicultural Communities Council SA.

As part of the Carer Gateway, Carers SA is focused on providing Carers with access to early intervention, preventative and skill building supports, to improve well-being and long-term outcomes.

COMMUNITY CONNECTIONS PROGRAM

Community Connections Program is funded by the South Australian Government – Department of Human Services (DHS).

Community Connections Program is designed to increase independence in the home and to build stronger social and community connections. It offers services and activities to help participants gain independence and make strong, sustainable connections with family, communities, and other networks.

CARER BREAKS

Carer Breaks are funded by the South Australian Government – Department of Human Services.

Carer Breaks acknowledge the impacts of a caring role and the result on a Carer not having the time or resources to “take a break”. The Carer Break provides an opportunity to take some time away from the caring role to attend to a Carers own well-being either in a group setting or individual break, and/or the opportunity to connect with other Carers through social activities.

YOUNG CARERS

Carers SA is committed to providing services and supports to young people in a caring role. A Young Carer can be children and young people from 5 - 25 years of age.

At Carers SA we know that while being a Young Carer can be rewarding, there can often be challenges with school attendance, homework and isolation.

Our Young Carer Service Model acknowledges Carers SA has both a legal and moral obligation to safeguard every child or young person’s safety and wellbeing and includes systems, policies, procedures and training to support this commitment.

Our Young Carer Service Model demonstrates the commitment to the participation and empowerment of all children and young people, to the cultural safety of Aboriginal and Torres Strait Islander children and young people, the cultural safety of children and young people from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children and young people with a disability, as well as those young people who identify as LGBTQIA+.

CHILD SAFE ORGANISATION

Carers SA child safe policy and procedures create and child safe culture and practice which includes the 10 National Child Safe Principles.

Carers SA commitment to creating a child safe culture has been led and supported by strong leadership with a focus on the best interests of children and young people. This has been driven by developing a solid foundation of good policy and procedures, processes, and systems to be able to adopt much broader strategies that promote and protect the safety and wellbeing of all children and young people through practice and training.



OUR CHILD SAFETY FRAMEWORK

Carers SA is committed to the Child Safe National Principles and being an organisation that is safe for children and young people and understand it is every child's and young person's right to have a say in the services and programs they receive from Carers SA.

Carers SA Children's and Young Persons Safety Policy and Reporting Procedures meet all legal requirements of South Australian Children and Young People (Safety) Act 2017 which requires all organisations that deliver child related work in South Australia to provide a child safe environment for children and young people.

Carers SA commits to:

- Embedding a culture of child safety across the organisation, under the direction of the Carers SA Board and the Executive Team.
- Supporting Carers SA staff (staff include volunteers, as outlined in all Carers SA Policies and Procedures) to understand the definitions of, and their role in reporting of risk and harm.
- Supporting Carers SA staff to understand their roles in child safety legislation and principles.
- Ensuring staff have access to supervision and training and staff understand and implement the Carers SA Child and Young Person Safety Policy and Child Safety Reporting Procedure.
- Ensuring Carers SA staff identify and appropriately respond to all child safety concerns.
- Recognising each child and young person's right to be heard and to have a voice in all decisions affecting them and the service they receive from Carers SA.
- Embedding systems and have ongoing strategies to support, encourage and value the views of children and young people.
- Understanding and mitigating the risk of harm to children and young people who access our services or seek our support.
- Embedding child safeguarding principles into Human Resource Management, including recruitment and screening policies and procedures and a structured approach to child safe induction, training, and supervision.
- Embedding quality assurance mechanisms like the Child Safeguarding Advisory Group and Child Safe Officers to support child safety.

STAFF & VOLUNTEER CODE OF CONDUCT

Carers SA Code of Conduct states:

We are committed to creating a positive, collaborative and productive work environment. At Carers SA we strive to provide a pleasant work environment that enables Carers SA's staff to achieve their best in a professional friendly atmosphere that fosters efficiency, teamwork, honesty and integrity.

We are committed to a person's cultural diversity and the delivery of services in line with our Cultural Diversity Strategy and Carers SA Reflect Reconciliation Plan. We are committed to the cultural safety of Aboriginal and Torres Strait Islander people including children and young people as well as the cultural safety of all adults, children and young people from culturally and/or linguistically diverse backgrounds. We are committed to providing a safe environment for adults, children and young people with a disability.

Carers SA believes that all vulnerable adults, and children and young people, have the right to be safe and feel safe and recognises that this is everyone's responsibility. Carers SA takes seriously our responsibility to always provide a safe environment for all children, young people and vulnerable adults. We have a zero tolerance towards all forms of harm and risk of harm.

Our Code of Conduct gives us guidance and directs us to the appropriate resources assisting Carers SA staff to make the right decision. It does not replace good judgement.

All Carers SA staff have a responsibility to comply with the Code of Conduct and all applicable government laws, rules and obligations. If this document conflicts with an applicable law, then the law will prevail.

LEADERSHIP COMMITTMENT

The Child Safe Statement of Commitment, Child Safety Policy and Code of Conduct are supported by the Carers SA governance structure. Carers SA Board and Executive Leadership Team are committed to leading child safeguarding practice across the organisation.

The Board Code of Conduct states, protecting the reputation of Carers SA will never be prioritised ahead of the safety of children, young people and vulnerable adults.

Carers SA Professional Behaviour Guide commits to providing consistent safeguarding standards and behaviours across all program areas to build positive, caring, respectful and safe engagement with Carers, children and young people and vulnerable adults.



KEY CHILD SAFETY ROLES & RESPONSIBILITIES

All Carers SA people

All Carers SA people are required to actively promote the safety of children and young people across the organisation. All Carers SA people must also:

- Comply with our Child and Young Person Safety Policy; and
- Comply with our Child and Young Person Safety Reporting Procedures.

These Reporting Procedures require every Carers SA person to:

- Report any concerns for a child or young person, including suspicions of harm or risk of harm;
- Report any breach of our Code of Conduct;
- Complete child safety training required for their role;
- Participate in performance management and supervision discussions about child safety; and
- Actively promote and support children and young people to have a voice in decisions that impact upon them.

Our Board

Our Board are ultimately responsible for governing the Child and Young Person Safety Policy and the Code of Conduct.

Message From the Board

"IN ALL AREAS OF GOVERNANCE, THE CARERS SA BOARD IS COMMITTED TO EMBEDDING THE CHILD SAFE ACCREDITATION PROCESS AND STRATEGIC DIRECTION TO SUPPORT THE SAFETY AND WELL-BEING OF ALL CHILDREN AND YOUNG PEOPLE."

KEY CHILD SAFETY ROLES & RESPONSIBILITIES

CEO & Executive Team

The CEO and Executive Team are accountable for the implementation of the Child and Young Person Safety Policy and associated reporting procedures. They will also actively promote a child safe culture by promoting and communicating child safety in staff meetings and organisation wide communication.

The Executive Team must also ensure that mechanisms are in place for children and young people to actively participate in, and provide feedback about, organisational decisions that impact upon them. Participation and feedback mechanisms must take into consideration the unique needs and skills of Young Carers.

"AS THE CEO I AM COMMITTED TO LEADING CARERS SA' CHILD SAFE CULTURE THROUGH ENSURING OUR SYSTEMS, POLICIES AND PRACTICES NOT ONLY EMBED THE 10 NATIONAL CHILD SAFE STANDARDS BUT EXCEED THE NATIONAL REQUIREMENTS."

Message From CEO, David Militz

KEY CHILD SAFETY ROLES & RESPONSIBILITIES

Financial Audit & Risk (FAR) Committe

The FAR Committee is responsible for monitoring the Carers SA Risk Management Policy and Incident Management Policy, ensuring that child safety incidents are appropriately monitored and reported as required.

Line Managers

Line Managers who supervise people are responsible in ensuring that their team is recruited, inducted, onboarded, trained and supervised in accordance with our policies and procedures.

Line Managers are also responsible to ensure that child safety risk assessments are conducted and documented for their programs/services.

Line Managers must also ensure their team is supported through ongoing performance management and supervision that includes child safety and risk management.

Line Managers are also responsible to support their direct reports to proactively respond and report any concerns of child harm or risk of harm and should provide leadership to their team about including children and young people in decisions and feedback about the services that are delivered.

Child and Young Person Safety should be a standing agenda item at team meetings.

KEY CHILD SAFETY ROLES & RESPONSIBILITIES

People & Culture Team

People and Culture are responsible for managing and monitoring the implementation of our Recruitment, Induction, Orientation and Supervision policies. It is expected that Child Safety is incorporated across each of these policies and associated procedures in accordance with the National Principles for Child Safe Organisations and the South Australian Principles for Child Safe Environments.

People and Culture are also responsible to ensure that all pre-employment screening is conducted, recorded and renewed as required and ensuring all Carers SA staff and volunteers have both a Working with Children Check and National Police Check, in accordance with these policies.

People and Culture will also ensure that required child safety training is completed, documented, and monitored for all Carers SA people.

Our People and Culture Team will also be responsible for supporting internal processes and investigations where there is a reported breach of our Code of Conduct.

Child Safety Officers

Our Child Safety Officers are available to support and advise Carers SA people about child safeguarding, child protection and capacity building.

Their roles are supported by strong leadership and an ongoing commitment to safeguarding children and young people.

"WE ARE COMMITTED TO RAISING AWARENESS THAT THE SAFETY AND WELL-BEING OF CHILDREN AND YOUNG PEOPLE IS EVERYONE'S RESPONSIBILITY."

KEY CHILD SAFETY ROLES & RESPONSIBILITIES

Child Safeguarding Advisory Group

The Child Safeguarding Advisory Group (CSAG) will lead Carers SA's commitment to action and ensure practice, policies, systems, and processes are enhanced and embedded into our child safeguarding culture. The CSAG will ensure the Board and the Executive Team have the information, knowledge, and skills to lead a child safe organisation and implement change as required.

"AS MEMBERS OF THE CHILD SAFE ADVISORY GROUP WE ARE COMMITTED TO ENSURING THAT CHILD SAFEGUARDING PRACTICES, POLICIES AND SYSTEMS ARE ENHANCED AND EMBEDDED ACROSS CARERS SA. WE WILL CONTINUE TO MOINITOR AND CONDUCT CHILD SAFE REVIEWS AS PART OF CONTINUOUS IMPROVEMENT"



SECTION 2

UNDERSTANDING OUR CHILD SAFETY POLICIES & PROCEDURES

Carers SA Child Safety Policy:

- Reinforces staff, volunteers, parents, guardians, Carers, children and young people that we are committed to the safety and wellbeing of children and young people.

- Applies to all workers (including full-time, part-time, and casual), students on work experience placement, volunteers and Board Directors. Stakeholders include contractors, 3rd party providers and workplace participants.

- Sets out standards of behavior and practices for staff working and volunteering with children and young people that is connected with Carers SA Code of Conduct and Professional Behavior Guide.

- Increases staff and volunteer awareness of the risk of harm to children and young people and the strategies and systems they must comply with to minimize risk and harm.

- Builds staff and volunteer knowledge of how to identify if a child or young person is, or may be, at risk of harm and respond appropriately, which includes when to report.

UNDERSTANDING OUR CHILD SAFETY POLICIES & PROCEDURES

Carers SA Child Safety Policy Cont:

- Ensures staff and volunteers, as part of Carers SA Induction, will understand their roles and responsibility to keep children and young people safe.
- The Carers SA Child Safety Reporting Procedure further supports the implementation of the Carers SA Child and Young Person Safety Policy and our Statement of Commitment to Child and Young People's Safety.

Carers SA believes that all children and young people have the right to be safe and feel safe and recognises that the safety and wellbeing of children and young people is everyone's responsibility.

Carers SA takes seriously our responsibility to always provide a safe environment for all children and young people.



UNDERSTANDING RISK AND CHILD HARM

A common understanding about risk and child harm informs Carers SA's approach to safeguarding all children and young people.

To support this, all Carers SA staff and volunteers are required to complete 'Through their Eyes' training. This is a State endorsed child safe training program that provides organisations with a shared legal understanding of how to recognise, report and respond to children or young people who may be at risk of harm or being harmed.

Carers SA Child and Young Persons Safety Policy supports all Carers SA staff and volunteers understanding of the meaning of risk and the meaning of harm related to the Children and Young People (Safety) Act 2017 and child safe reporting requirements.



INFORMATION SHARING GUIDELINES

Carers SA has developed the Information Sharing Guidelines (ISG) to give staff the confidence to share information to prevent harm or respond to current threats to safety and wellbeing.

Carers SA is committed to:

- Sharing information and collaborating with others to promote the safety and wellbeing of children, young people, families and Carers.
- Knowing when information must be shared, may be shared or should not be shared.
- Understanding the interconnection between the Children and Young People (Safety) Act 2017, Child and Young Person Safety Policy, Vulnerable Person Policy and the Information Sharing Guidelines for Promoting Safety and Wellbeing.
- Understanding the process and decision-making steps that must be followed when sharing information.
- Ensuring children and young people's and vulnerable adults right to safety is paramount in decisions to share information and is not overridden by other considerations such as privacy or confidentiality.

HISTORICAL ALLEGATIONS

If Carers SA staff need to support a Carer who discloses historical sexual harm, the South Australia Redress Support Services can help.

The National Redress Scheme was established in response to the Royal Commission into Institutional Responses to Child Sexual Abuse.

The Redress Support Services (RSS) are specialist, trauma-informed, culturally safe, survivor centered services. Services are free and available before, during and after people make, or consider making, an application to the National Redress Scheme. RSS can refer survivors to access free legal advice and financial counselling, as well as other community services as needed.

SOUTH AUSTRALIA REDRESS SUPPORT SERVICES

For more information on where to access Redress Support Services in South Australia

South Australia Redress Support Services
Nunkuwarrin Yunti of South Australia Inc.
Relationships Australia South Australia
South Australian Council on Intellectual Disability (SACID)
Victim Support Service (VSS)



SECTION 3

RISK ASSESSMENT

Carers SA is committed to creating an organisation that is proactive in identifying and evaluating risks and taking mitigating action according to the nature of the risk. Carers SA Risk Management Policy and Procedures are not aimed to eliminate risk. They are to assist Carers SA to manage the risks involved in its operations and to provide a safe environment for all people including children and young people. Carers SA will continue to review procedures to ensure that risks are minimised and their consequences averted.

Carers SA as a Child Safe Organisation is committed to develop, implement and continually review the way we identify, assess and manage risks for children and young people who engage with, or we deliver services to, as part of Carers SA services and support for children and young people.



IDENTIFYING OUR RISKS

The Risk Management Policy includes a Child Safe Risk Plan (to identify if activity is child focused) along with factors that may increase risk of a child focused activity. Any child focused activity requires a risk management plan.

All Urgent Complaints or Concerns regarding a child or young person, are considered an Incident and must be reported and managed through the Child Safety Reporting Procedure and Compliments, Comments and Complaints Policy and Procedure and recorded on the Carers SA Triple C Register.

MANAGING OUR RISKS

At Carers SA our Risk Register includes a child safety risk category. The Executive Leadership Team, as part of reviewing annually the Risk Register, shall nominate appropriate officers across teams and functional areas of Carers SA to conduct child safe risk assessments to:

- identify the risks attached to every element of their operation and the likelihood of that risk eventuating;
- identify practices to avert those risks;
- identify practices to mitigate the effects of those risks; and
- record those risks, those precautions, and those remedies in the form of deliverable checklists.

It is important to note that this includes all third-party contractors who provide facilities and services to have risk management process in place. These are monitored and reviewed to ensure the ongoing protection, safety and wellbeing of children and young people.



SECTION 4

EMPOWERMENT & PARTICIPATION

Carers SA is committed to the safety, participation and empowerment of all children and young people and will actively seek the views and feedback from children and young people.

Carers SA commitment to Young Carer participation will be part of an ongoing journey that will be informed by the Carer Voice, Carer Engagement Strategy.

Carers SA has established the Young Carer Collective (YCC) comprising Young Carers aged between 12-18 years of age. The Collective's aim is to support the voice and participation of young people to inform and guide the services Carers SA offers young people.

Carers SA is committed to developing processes that inform and support. We will listen to and act on any concerns raised by children and young people.

Carers SA is committed to providing a positive safe environment free from intimidation, ridicule and harassment and has a responsibility to maintain a working environment free from negative and bullying or harassing behaviour.

Carers SA Bullying and Harassment Policy and Procedure states that as an organisation, Carers SA is committed to creating and maintaining an environment which fosters mutual respect, integrity, and professional conduct. Carers SA does not tolerate any form of workplace bullying, discrimination or harassment of Carers SA staff and provides an environment where people can reach their full potential and are treated with fairness and respect.

Any reports of workplace harassment will be treated seriously and investigated promptly, fairly and impartially. All investigations and results from investigations will be treated confidentially.

SECTION 5

OUR APPROACH TO CHILD SAFE HUMAN RESOURCE MANAGEMENT

Carers SA is a pro-active organisation in building our own understanding and our role in protecting children but also influencing and educating other organisations and third-party providers to understand their obligations.

Carers SA Human Resource Recruitment Manual and Screening Policy and Procedure have been developed to guide everyone through critical steps in the recruitment process that includes, selection criteria in job descriptions, advertising, interviews including behavioral-based child safe questions, Working with Children Check (WWCC), National Police Checks and Safe Environments Through their Eyes training.

To enhance child safe employment, all child facing roles require a minimum of two referee checks and include child safety questions.

Carers SA is a child safe leader in South Australia and is committed to assisting other organisations and third-party providers understand the legal requirement to have a DHS Compliance Statement.

Executive - Human Resource Management

"AT CARERS SA CHILD SAFETY RECRUITMENT AND SCREENING PRACTICES ARE A PARAMOUNT CONSIDERATION IN RESPECT TO THE ADMINISTRATION, OPERATION AND APPLICATION PROCESS. THEY MUST BE IN THE BEST INTEREST OF CHILDREN AND YOUNG PEOPLE AND HAVE REGARDS TO THEIR SAFETY AND PROTECTION AT ALL TIMES."

SUPERVISION

Carers SA's Supervision Policy and Procedure supports staff by:

- providing support for the staff member in their role;
- monitoring, supporting and promoting best practice in Carers SA for the staff member;
- promoting reflective practice and on-going professional development;
- monitoring and promoting professional competence and ethical practice;
- monitoring and supporting safe practices for Carers, children and young people, in line with Carers SA Code of Conduct, Incident Management Procedure and Child and Young Person Safety Policy;
- supporting the achievement of the relevant key performance indicators and organisational goals; and
- answering professional accreditation, coaching or specific role requirements (via external supervision).

Carers SA's Supervision Policy embeds staff developing child safety skills, knowledge, training, and raising concerns/incidents/reports as outlined in the Child and Young Person Reporting Procedure.



SECTION 6

OUR APPROACH TO CONCERNS, COMPLAINTS AND FEEDBACK

Roles and responsibilities

Monitoring of child safety and wellbeing reporting, complaints and feedback and Incident Reporting has been embedded by creating a strong foundation in policy, practice integration and practice reviews and supported by training that has been led by Leadership.

In line with Children and Young People (Safety) Act 2017, Carers SA staff are required to report any suspicion based on reasonable grounds that a child or young person is being harmed or at risk of being harmed.

As part of Carers SA's commitment to ensuring that safe environments are created to support the safety, wellbeing and participation of children and young people, refer to the Children and Young Person Safety Policy and Child and Young Person Reporting Procedure.

OUR APPROACH TO CONCERNS, COMPLAINTS AND FEEDBACK

Complaints and Feedback

Carers SA is committed to providing high quality services to Carers as an organisational standard. Carers SA welcomes compliments, comments and complaints about any aspect of the organisation and commits to respond to issues promptly, confidentially and appropriately and in a fair, effective and consistent manner.

As part of Carers SA commitment to providing safe environments for children and young people, our staff have a zero tolerance to complaints and comments involving harm or risk of harm and these will be managed in line with the Carers SA Child and Young Person Safety Reporting Procedure and Client Incident Reporting Procedure.

As part of our ongoing evaluation and continuous improvement process, Carers SA will actively seek formal feedback in a child-friendly manner on our services and interactions with all children and young people.

SECTION 7

COMMITMENT TO CONTINUAL LEARNING AND IMPROVEMENT

At Carers SA we want to be clear about expectations for all staff in the management of child safety risks. The Child and Young Person Reporting Procedure and Client Incident Reporting Procedure adopts a risk-based approach to minimise the likelihood of harm or harm occurring and provides clear and practical guidelines for staff when responding to concerns of harm or risk of harm when managing feedback and complaints. In addition, we have supported the embedding of this policy in recruitment, induction, supervision and specific targeted annual training and surveys.

Review Process – Annual surveys

As an Accredited Child Safe Organisation, a key focus of the accreditation program is continuous improvement. One of the ways we will continuously strengthen our child safeguarding practice is through ongoing accreditation review.

This process provides a planned and structured opportunity to review progress, amplify strengths, address challenges and identify opportunities for future development through Carers SA Safeguarding Plan that is monitored by the Carers SA Child Safe Advisory Group.

COMMITMENT TO CONTINUAL LEARNING AND IMPROVEMENT

The review process includes a number of components:

A self-assessment of progress against Carers SA Safeguarding Plan improvements and quality assurance process.

Online Surveys: Board members will be critical to the accreditation process and strategic directions of Carers SA as we continue to develop a long-term vision for child safeguarding, and how accreditation is impacting Carers SA in our practice.

Statutory Declaration of Child Safeguarding Concerns and Risks: This element of the review is designed to ensure our organisation and child safe accreditation auditors have a shared understanding of our organisational risk environment and how concerns have been responded to.

Reflective Self-Assessment against the National Principles for Child Safe Organisations: This is designed to encourage leaders to critically reflect on each of the National Principles and identify key strengths and opportunities for development.

MEASURING CHANGE & UNDERSTANDING TRENDS

The Carers SA Child Safe Advisory Group (CSAG) will lead Carers SA's commitment to action and ensure practice, policies, systems, and processes are monitored, enhanced and embed the child safeguarding culture.

The CSAG will report trends and incidents to the Board and Executive Team to ensure they have the information, knowledge and skills to lead a child safe organisation and implement change as required.

The CSAG will be guided by Carers SA Safeguarding Plan to embed a deeper understanding of child safeguarding across Carers SA and implement recommendations made as part of Carers SA Child Safety Accreditation.

CHILDREN AND YOUNG PEOPLE SAFETY DOCUMENTS

All Carers SA staff must read and understand the following Policies, Procedures and Guidelines. Staff acknowledgment will be captured in Happy HR or via a Staff Acknowledgement Declaration Form.

- Carers SA Code of Conduct
- Carers SA Client Service Charter
- Board Code of Conduct
- Client Incident Reporting Procedure
- Carers SA Professional Behaviour Guide
- Child and Young Person Safety Policy
- Employment Screening Policy and Procedure.docx
- Risk Management Policy Procedure and Framework

For more information please visit Carers SA website Child & Young Person Safety – Carers SA