

# CHILD PROTECTION and VULNERABLE ADULTS POLICY

Version 2.0



<b>PURPOSE</b>	This policy has been developed to provide a practical guide to prevent abuse in Workpower’s programs. It outlines a range of risk management strategies that will be implemented which will reduce the risk of children and or vulnerable adults being harmed.
<b>ISSUED BY</b>	Human Resources

<b>POLICY STATEMENT</b>
<p>Workpower is committed to the safety and wellbeing of all children and vulnerable adults. We support the rights of children and vulnerable adults and will act without hesitation to ensure a safe environment is maintained.</p> <p>Workpower is committed to the protection of children and vulnerable adults from harm, abuse and exploitation. Children and vulnerable adults have a right to survival, development, protection and participation as stated in the United Nations Convention on the Rights of the Child and the United Nations Convention on the Rights of Persons with Disabilities.</p> <p>Workpower will uphold these rights.</p> <p>Workpower takes its duty of care seriously and will aim at all times to provide the safest possible programs and environments for children and vulnerable adults. This will be achieved by identifying and managing risks that may lead to harm.</p> <p>Workpower is committed to fostering the health, dignity and self-respect of children and vulnerable adults through understanding and adopting principles associated with Rights of Children and Rights of Persons with Disabilities.</p> <p>Workpower will ensure all relevant persons undergo training including refresher training on the rights of the child and Rights of Persons with Disabilities. .</p> <p>The training will reflect the core values outlined in the United Nations Convention on the Rights of the Child (CRC 1989) and Rights of Persons with Disabilities. . This will include:</p> <ul style="list-style-type: none"><li>• Effective communication</li><li>• The right to express their views</li><li>• The right to be listened to and views taken into account</li><li>• Right to cultural expression</li></ul> <p>This policy applies to all staff and other key groups. ‘Child’ refers to: anyone who has not yet reached their 18th birthday. ‘Vulnerable adult’ refers to; anyone aged 18 years old and over who’s ability to protect themselves from abuse is impaired due to their disability or ‘Staff’ refers to: full time, part time and casual staff. ‘Others’ refers to: visitors, volunteers, board members, trustees, staff in partnership agencies, and any other individuals or groups that have contact with the organisation.</p>

# CHILD PROTECTION and VULNERABLE ADULTS POLICY

Version 2.0

*Workpower*

## THE POLICY

- Will demonstrate Workpower's commitment to protect children and vulnerable adults from harm and abuse
- Aims to educate staff and others about abuse and promote a safe and a friendly culture where everyone is committed to keeping children and vulnerable adults safe
- Aims to create an open and aware environment where concerns for the safety and well-being of a child and or vulnerable adult can be raised and managed in a fair and just manner, which protects the rights of all
- Will provide guidance on how to respond to concerns and allegations of abuse. It provides guidance to staff and others on how to work respectfully and effectively with children and vulnerable adults. This will provide all stakeholders, including staff and others, with a safe working environment.

Workpower is obliged to adhere to local and international criminal laws, which prohibit the abuse and exploitation of children and vulnerable adults. These include local laws where Workpower's programs exist and international laws and Conventions in relation to all forms of abuse and exploitation, including: child sex tourism, child sex trafficking, child labour and child pornography.

### Guiding principles

Workpower believes that any form of abuse and exploitation is unacceptable and will not be tolerated.

The United Nations Convention on the Rights of the Child is the universal foundation for child protection. The fundamental principle of the Convention is that children have their own indivisible rights.

Workpower believes that all children and vulnerable adults have a right to be safe at all times, and we have an obligation to provide safe and protective services and environments. Its duty of care is to take all reasonable steps to ensure that children and vulnerable adults are safe from harm.

Adherence to this policy is a mandatory requirement for all staff and others.

Workpower will ensure that all staff and relevant stakeholders are made aware of the child protection and vulnerable adult policy and their responsibilities.

All decisions regarding the welfare and protection of children and vulnerable adults made are based on the Best Interests Principle.

Children and vulnerable adults in our programs should be given opportunities to express their views on matters affecting them.

Workpower believes that all children and young people should be equally protected and assisted regardless of their gender, nationality, religious or political beliefs, family background, economic status, physical or mental health or criminal background.

*Workpower's management seeks cooperation from all stakeholders in realising our child protection and vulnerable adults policy and creating a safe environment for all children and vulnerable adults involved with our organisation.*



**Lee Broomhall**

**Chief Executive Officer**