



4.1 Child Safety and Wellbeing Policy

Policy Statement

At the core of Maybanke Association is an unwavering commitment to children's safety and wellbeing. Our initiatives focus on safety and awareness of children's rights. This involves the delivery of programs, events and consultation. We are dedicated to creating environments that are inclusive, safe, and welcoming for all children, including First Nations children, children with disabilities, and those from culturally and linguistically diverse backgrounds.

We hold a zero-tolerance stance on child abuse and are committed to preventing harm through robust processes and swift responses to incidents.

We demonstrate this commitment by:

- Implementing the 10 National Principles for Child Safe Organisations.
- Sharing this Policy with all employees, contractors and volunteers, who are required to adhere to it.
- Providing induction and ongoing training on children's rights, safety, and wellbeing.
- Mandating the prompt reporting of any concerns regarding child harm or abuse.
- Investigating complaints thoroughly and without delay.
- Ensuring all employees and volunteers maintain a valid Working with Children's Check.
- Actively listening to children and advocating for their right to feel safe and empowered.
- Identifying and managing risks to children's safety proactively.
- Making this Policy publicly accessible on our website.
- Reviewing the Policy and related procedures every two years to ensure their continued effectiveness.

By embedding these actions across our work, we aim to create a culture of safety and respect, empowering children and upholding their rights.

Scope

This policy and procedure applies to Maybanke Association Inc. as a whole

Definitions

- Child: Any individual under 18 years of age.



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- Child harm or abuse: Refers to any action, behaviour, or treatment that causes or is likely to cause physical or emotional harm to a child or young person.
- Cultural Safety: Practices that respect and uphold the cultural identity of children, particularly First Nations children.

Relevant Legislation and Standards

Child Safety Standards 2025

HSQF Quality Framework Standards Version 10.0

The QLD Human Rights Act 2019

The Domestic and Family Violence Protection Act 2012

Child Protection Act 1999

Queensland Government Domestic and Family Violence: Common Risk and Safety Framework

Queensland Government Domestic and Family Violence Services: Practice Principles, Standards and Guidance

Queensland Government Domestic and Family Violence Services Regulatory Framework

Queensland Government Domestic and Family Violence Support Services Investment Specification

Queensland Criminal Code Act 1899

Purpose

Maybanke Association is committed to safeguarding all children and young people by fostering an environment where their rights are respected, and their safety and wellbeing are prioritised.

This policy aims to:

- Embed children's safety in all activities and decision-making.
- Clarify the roles of volunteers and staff.

Resources

Child Safety & Wellbeing Policy

Resident Safety and Wellbeing Policy and Procedure

Human Rights Policy and Procedure

Human Resources, Blue Cards and Recruitment Policy and Procedure

Incident Management Policy and Procedure



National Principles for Child Safe Organisations

National Principle 1: Child safety and wellbeing is embedded in organisational leadership, governance and culture.

Maybanke's leadership and governance team model a strong commitment to child safety by:

- Publicly declaring its dedication to child safety on its website and in publications.
- Establishing a Child Safe Code of Conduct for all team members.
- Conducting regular risk assessments to identify and mitigate potential harm.
- Developing policies and procedures that support a culture of child safety and wellbeing.

National Principle 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.

Maybanke ensures that children and young people are empowered to participate in decisions affecting their lives by:

- Incorporating their feedback into resources.
- Hosting interactive workshops, events, and consultation sessions where children can share their views.
- Providing child-friendly materials that educate children about their rights and safety.
- Ensuring all team members have access to training on child-rights and safety.

National Principle 3: Families and communities are informed and involved in promoting child safety and wellbeing

Maybanke actively engages families and communities by:

- Sharing policies and procedures in accessible formats.
- Consulting families and community leaders during the development of child rights resources.
- Building partnerships with First Nations communities to develop resources and promote cultural safety and inclusion.

National Principle 4: Equity is upheld and diverse needs respected in policy and practice.

Maybanke fosters a welcoming and inclusive environment by:

- Having specific policies that promote equity and respect diversity for the safety and wellbeing of children.
- Produces child friendly material that promotes inclusion.
- Staff are trained to recognise and respond effectively to children with diverse needs.



National Principle 5: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice

To maintain high standards of child safety, Maybanke:

- Conducts rigorous pre-employment screening for team members, including Blue Card checks.
- Provides induction training for team members.
- Communicates processes and obligations for child safety.

National Principle 6: Processes to respond to complaints and concerns are child focused.

Maybanke prioritises accessible and responsive complaint mechanisms by:

- Establishing clear processes for reporting and investigating concerns.
- Maintains policies and makes resources available to team members on how to report issues.
- Training staff and volunteers on handling complaints and mandatory reporting obligations.

National Principle 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

Maybanke ensures its team is well-equipped to uphold child safety by:

- Delivering regular webinars on children's rights, recognising harm, and responding to disclosures.
- Providing team members with resources on child safety.
- Encouraging continuous learning and reflection through webinars and professional exchanges.

National Principle 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

Maybanke minimises risks in all environments by:

- Conducting risk assessments for venues, events and digital platforms.
- Enforcing a strict child safety Code of Conduct.
- Promoting safe digital practices.

National Principle 9: Implementation of the national child safe principles is regularly reviewed and improved.

Maybanke commits to continuous improvement by:

- Requesting feedback of its child safety policies with input from children, families, and stakeholders.



- Analysing feedback and incidents to identify areas for enhancement.
- Add findings and updates to continuous improvement register to maintain transparency.

National Principle 10: Policies and procedures document how the organisation is safe for children and young people.

Maybanke ensures its child safety documentation is accessible and comprehensive by:

- Sharing its Child safety & wellbeing policy to the website and provide to families at intake.
- Translate documents where requires, utilise a translator service.
- Regularly assessing the accessibility and understanding of its policies among staff, contractors and stakeholders.

Breaches of this policy

Non-compliance with this policy by anyone may result in investigations, corrective actions, disciplinary measures (e.g., warnings or termination), or reporting to relevant authorities. Breaches must be reported promptly to a member of the Children’s Rights Alliance Leadership Team.

Related Documents, Legislation and Standards:

- The United Nations Convention on the Rights of the Child.
- National Principles for Child Safe Organisations.
- Queensland’s Working with Children Check (Blue Card System).

Version Control

Version	3	Approved: April 2026 Next Review: April 2028
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Association Inc.

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