



Royal Far West
Children's health, country-wide



Royal Far West (RFW) *Commitment to Child Safe Principles*

Royal Far West has developed Child Safe Principles, in line with the National Principles of Child Safe Organisations. These Principles demonstrate our commitment to child safe practices and continuous improvement; and are an integral part of our day to day approach across all facets of RFW work.

EQUALITY - We will treat everyone equally no matter who you are, or where you come from.

INFORM - We will give information about physical, emotional and online safety, and what to do or who to seek help from if you feel unsafe while at RFW.

GIVE YOU A VOICE - We will make sure there a lot of ways for you to have your say and be involved.

HELP - We will help you understand how to handle your worries and work towards your dreams.

RESPECT - We care about your needs and feelings and we are here to support you. We will use what you tell us so we can get better at what we do.

SAFETY - We will make RFW a happy, comfortable and safe space for you.



Royal Far West (RFW) *Child Safe Principles*

Governance, Leadership & Culture

- RFW is committed to providing a safe, secure and protective experience for all children.
- We put children's interests and safety first at all times, from the Boardroom through to the playground.
- The RFW Code of Conduct is built around child safe principles.

Information, rights and participation

- We talk with children about their **right** to be safe, using Social Stories, modelling **positive behaviour**, and **supporting** their participation in safe and respectful group activities.
- We seek children's input into the development of our services
- We have a culture of **respectful** listening and thoughtful reflection, creating a **safe space** for children to share their internal world.
- We **encourage** children to participate and express their thoughts and feelings through age-appropriate games and activities.
- We have clear pathways to support child safety, including family meetings to help carers and siblings work together, and referrals for external consultation when appropriate.

Family & community engagement

- We keep families and communities **informed** of our child safety and wellbeing policies through our orientation processes, information guides and website, and encourage enquiries about our **child safe policies**.
- We **actively engage** parents and carers in the safety and wellbeing of their child at every stage. Parents and carers are encouraged to talk to their children about safety and wellbeing and are supported in doing this through evidence-based programs such as Tuning into Kids.
- Child Safe Principles are displayed throughout our buildings and on our Intranet.



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Equity & diversity

- RFW is dedicated to ensuring children can access the health and developmental care they need, no matter where they come from or what challenges they face.
- We **embrace diversity** and continuously build on every child's unique strengths and abilities.

Staff & training

- Child safe principles are embedded in all our staff recruitment and management processes.
- All staff must have valid working with children checks, with additional police checks required for clinical staff.
- Our staff regularly undertake child safety training and are supported by supervision. Additional child protection and mandatory reporter training is in place for staff who work directly with children.

Incidents, complaints & concerns

- Our staff listen to, value and respond to the ideas and needs of our children, families and communities. We **actively invite feedback** through surveys, informal discussions and complaints/compliments, and this feedback feeds into our quality improvement plans.
- We provide avenues for children and families to raise concerns safely, without fear of negative consequences. Children are supported and protected at all levels to give feedback that is meaningful to them.
- Incidents, accidents, complaints and safety concerns are investigated in a timely manner and reported up to management and the Board to ensure **accountability, transparency, and resolution**.



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Safe environments

- Our Centre for Country Kids in Manly was designed by kids and families for kids and families, with a focus on the importance of safe physical spaces.
- All accommodation, camps and residential programs run on a care by parent/carer basis.
- We have a suite of policies and procedures in place to ensure that all of our physical and online environments promote child safety.
- This is underpinned by a robust risk and incident management framework that supports our staff to **respond quickly** to child safety and wellbeing concerns.

Policies & procedures

- A comprehensive set of policies and procedures is in place that embeds child safe principles across all aspects of our operations, from the boardroom to the playground

Monitoring & review

- We strive to improve our child safe practices and use feedback from multiple channels to achieve this.
- Implementation of the national child safe principles is regularly reviewed, with findings fed into quality improvement plans.