



PNH Child Safety Policy

PNH is committed to providing a safe, welcoming and inclusive environment for all children and young people. We follow the Victorian Child Safe Standards and expect all staff, volunteers, facilitators, event managers and members to support child safety.

Child Safety First PNH is committed to:

- Protecting children and young people
- Providing safe, welcoming, and inclusive environments
- Supporting children from diverse backgrounds, including Aboriginal and Torres Strait Islander people, culturally diverse, disabled, and LGBTIQ+ children

Safe Adult Behaviour

Staff, volunteers, facilitators, and adult members should avoid being alone with children unless they are the child's parent or guardian. This protects both children and adults.

Responsibilities of Facilitators and Event Managers

They must ensure:

- Children are physically and emotionally safe
 - Online safety is maintained where relevant
 - Children understand safe behaviour expectations
 - Activities are inclusive and respectful
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Reporting Incidents

All employees and inducted volunteers must hold a valid Working With Children Check (WWCC) with PNH listed as an organisation.

The Program Manager will maintain a register of WWCC details and expiry dates.

All staff and volunteers must read and comply with this policy.

Child safety practices will be reviewed annually as part of the PNH OH&S audit process.

All incidents, near misses, hazards, concerns, or breaches of the Code of Conduct involving children must be reported to the office or Program Manager. PNH will:

- Take all concerns seriously
 - Report suspected inappropriate or illegal behaviour to authorities
 - Not conduct its own investigations
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