



# SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS AT THE YMCA NSW



The safety and well-being of children, young people and vulnerable adults is our highest priority at the YMCA NSW. This brochure is for parents and guardians. It contains useful information to help everyone in our community protect children, young people and vulnerable adults from any form of harm or abuse.



## MESSAGE FROM OUR CEO, LEISA HART

The YMCA has been working with communities in Australia for over 160 years. We believe that everyone should have opportunities to be healthy, happy and fulfil their potential. Every day our staff cares for thousands of people in NSW and the ACT in our recreation centres, outside school hours care, vacation care and camp sites.

We have strong processes and procedures in place to keep children, young people and vulnerable adults safe.

Each member of staff is required to complete a NSW Working with Children Check or a Working with Vulnerable People for the ACT registration together with a Police check and the Australian Childhood Foundation 'Safeguarding Children' training.

We are committed and serious about our obligation to safety in YMCA NSW programs and services. As a responsible adult, please join me in taking action to keep our community safe.

Sincerely,



The YMCA NSW has comprehensive core practices in place to ensure that children, young people and vulnerable adults are safe and we review, audit and improve our processes and procedures regularly.

## A SAFE ENVIRONMENT

At the YMCA NSW, we employ suitably qualified staff to supervise, care for and educate children, young people and vulnerable adults across all our programs and services.

We strive always, to act in the best interests of children, young people and vulnerable adults who are entrusted to our care and take all reasonable steps to ensure their safety. Above all, we are committed to providing an environment where everyone is protected from any form of abuse or mistreatment.



## SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS FRAMEWORK

The YMCA NSW has a culture of awareness and vigilance supported by:

- Mandatory government reporting in NSW and ACT
- Staff screening, training and mandatory Standards of Conduct
- Clear, documented procedures and policies for safeguarding children, young people and vulnerable adults.
- A motto of “if you see something, say something”
- Incident reporting, management and analysis
- A focus on health, safety and the environment.

In addition to our ongoing reporting, we also undertake an annual external audit of our culture, procedures and policies to support consistent compliance.



## RECRUITMENT PRACTICES

We require that all staff undergo an extensive screening process prior to appointment. Successful applicants must comply with the YMCA NSW Safeguarding Children, Young People and Vulnerable Adults Framework.

Our screening process includes:

- National Criminal History Records Check
- NSW Working with Children Check
- Working with Vulnerable People for the ACT registration
- Minimum of two reference checks.

When new staff members arrive at the YMCA NSW they also complete:

- An Induction and training program
- Accredited child protection training.

## OUR COMMITMENT TO SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS

At YMCA NSW, we will:

- Act in accordance with our values of honesty, respect, caring, responsibility and safety
- Respect the rights of children, young people and vulnerable adults
- Take all complaints and allegations seriously
- Respond to and report any concern we have about the safety of children, young people or vulnerable adults
- Ensure all our staff comply with our Safeguarding Children, Young People and Vulnerable Adults Framework
- Ensure that all staff understand their responsibilities to act in the best interest of our communities.



## BABYSITTING AND PRIVATE COACHING SERVICES

**The YMCA does not support our staff to contract directly with individuals or families outside of the workplace.**

### If you see something ...say something

We encourage everyone to speak up and report suspected child abuse directly.

If there are concerns about the safety of a child, young person or vulnerable adult within a YMCA NSW site, please report that concern to the YMCA NSW Manager on duty or call 02 9687 6233 or email [safeguarding@ymcansw.org.au](mailto:safeguarding@ymcansw.org.au)

**If there is a risk of significant harm to a child, you can make a report to the Child Protection Helpline or the Care and Protection Services Helpline.**

**In NSW call 13 21 11**  
**In the ACT call 1300 556 728**

**If you have IMMEDIATE concerns about a person's safety call the Police on Triple Zero (000)**

If you, or someone you know, would benefit from further information, the following organisations may be able to help.

<b>Kids Help Line</b>	<b>1800 551 800</b>	<b>Parent Line NSW</b>	<b>1300 130 052</b>
<b>Beyond Blue</b>	<b>1300 224 636</b>	<b>Lifeline</b>	<b>13 11 14</b>
<b>Family Violence &amp; Sexual Assault</b>	<b>1800 737 732</b>		

For further information visit [ymcansw.org.au/who-we-are/statement-of-commitment](http://ymcansw.org.au/who-we-are/statement-of-commitment)

