

Child Safety & Wellbeing Policy

Child Friendly, Easy English Version

HOW TO USE THIS POLICY



The Belgravia Group wrote this policy. When you see the word 'we', 'our' or 'us' It means The Belgravia Group.



A policy is a plan for how we should do things.

Our Policies is where our rules come from.



We wrote this policy in an easy-to-read way.



We use pictures to explain some ideas.

Bold

Not bold

We have some words in **bold**.

This means thicker and darker.

We explain the meaning of these words.



This child friendly, easy to read policy is a summary of another policy.

This means it only includes the most important ideas.



You can find the other policy on our website at www.belgraviagroup.com.au/social-responsibility/



You can ask for help to read this policy. A friend, family member or one of our team members may be able to help you.

WHAT IS THIS POLICY ABOUT?



This policy is about keeping children safe from **abuse**.



Abuse is when someone treats you badly.



There are different types of abuse.



Violence is when someone hurts you physically.



Emotional abuse is when someone:

- Says mean things to you
- Calls you names
- Puts you down
- Ignores you
- Stops you from seeing your friends or family



Sexual Abuse is when someone makes you do sexual things that you:

- Do not want to do
- Are too young to do



This includes:

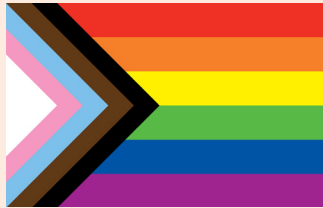
- Children with a disability



- First Nations children



- Children who speak another language other than English



- LGBTQIA+ Children



- Children who come from other **cultures**



Your culture is:

- Your way of life
- How you think or act now because of how you grew up



This Policy is about how we keep Children safe at Belgravia when they:

- Use our services
- Take part in community activities



We need this policy to make sure everyone who works for us knows how to keep children safe.



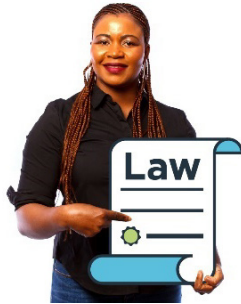
This includes people who:

- Lead our company
- Live in the community
- Work for Belgravia
- Are **volunteers**



Volunteers are people who work without getting paid. They usually do work that helps other people.

THE LAWS THAT APPLY



There are laws in each state and territory in Australia and New Zealand that say we must keep children safe from abuse.



The law says we must have a policy that explains how we will:

- Stop child abuse
- Report child abuse

CHILDREN'S RIGHTS



All children have the **right** to be safe when they use our services.



Rights are rules about how everyone should be treated fairly and equally.



We want everyone who works for us to make Belgravia safe for children.



We will listen to what children have to say when we make decisions that affect them.

BEING INCLUSIVE



We believe everyone should feel safe and **included** at Belgravia.



Included means everyone can take part.

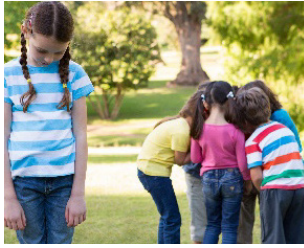


We understand that children:

- Come from different backgrounds
- Have different abilities
- Have different needs



We will keep children safe from **discrimination**.



Discrimination is when someone is treated badly because of something about them they can't change.



We will take away barriers that stop children from being part of our services.



Barriers are things that stop you from doing something you:

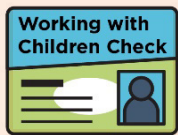
- Need to do
- Want to do

WORKING WITH CHILDREN



We will make sure that everyone who works for us knows how to:

- Work with Children
- Keep children safe



We will ask people who need to work with children to have a **Working with Children Check** before they work with us.



A Working with Children Check tells us if someone can work safely with children.

REPORTING CHILD ABUSE



Everyone who works for us knows what to do when child abuse is reported by:

- You
- Someone who works for us
- A customer

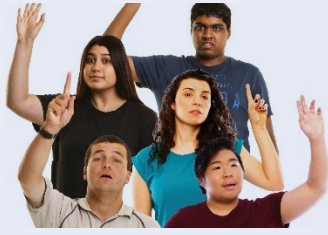


We have a team who makes sure we:

- Follow the rules when someone reports child abuse
- Act in the right way



This team will also find ways to make our policy better.



Anyone can report child abuse.



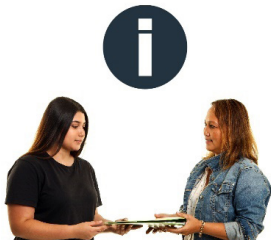
**When you report child abuse,
we will make sure:**

- The child is safe
- There is no more risk of child abuse
- We report it to the police



**We will support the child who
experiences the child abuse.**

KEEPING YOUR INFORMATION PRIVATE



When you report child abuse, we might have to get **sensitive information** from you.



Sensitive information about you might be very personal or private.



But we will keep this information about you:

- Private
- Safe



We will only tell the necessary people about the child abuse you reported.



We do this to keep the child safe.

RISK OF CHILD ABUSE



It's important that we make sure the risk of child abuse is low.



We will think about the risk of child abuse when:

- We change our policies
- Write new policies
- Plan activities



Everyone who works for us will know how to:

- Find any risks of child abuse
- Report risks
- Take away the risks



We will make sure people who work for us, volunteers and customers know how to report a risk of child abuse.

REVIEWING THIS POLICY



We often check that our policies are working to keep children safe.



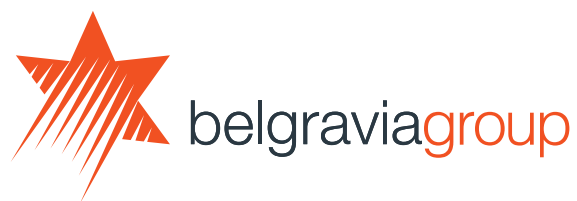
This policy will be checked again on 01 July 2024.



The leaders at Belgravia will check changes made to make sure it keeps children safe.



Please email alord@belgravialeisure.com.au if you have questions about this policy.



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Child Friendly, Easy English Version (2022)