



**EASY TO READ FOR CHILDREN
AND YOUNG PEOPLE**

SAFEGUARDING
CHILDREN & YOUNG
PEOPLE POLICY

HOW WE KEEP CHILDREN AND YOUNG PEOPLE SAFE



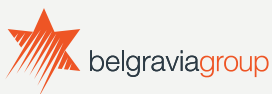
We have a plan that shows us how we work safely and treat everyone with respect.



These plans are called policies and they help us to know the right things to do.



We wrote this booklet in an easy-to read way to ensure you get the most important information from our policy.



The Belgravia Group wrote these policies. When you see the word '**we**,' '**our**' or '**us**' It means **The Belgravia Group**.

Bold
Not Bold

We have some words in **bold**. This means thicker and darker. We will explain the meaning of these words.



We use pictures or icons to explain some of our plan also.



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



You can find our policies on our website at:

www.belgraviagroup.com.au/social-responsibility

if you need help to access this you can ask on of our friendly team.

WHAT YOU NEED TO KNOW

This policy is about how we keep children and young people safe at Belgravia when they;



Use our venues



Take part in our community activities



Attend our childcare facilities

We put this policy in place to make sure everyone who works, **volunteers** or is a **contractor** for us know how to keep children and young people safe. This includes all people who:



Lead our company



belgraviagroup

Work for The Belgravia Group



Are volunteers or contractors

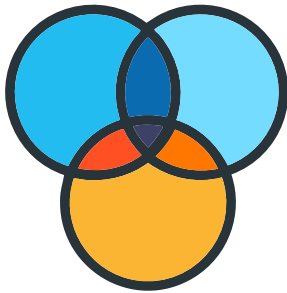


Or live in the community and use our facilities

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

Contractors are people who come to help us with certain jobs like cleaners, plumbers or builders.

EVERYONE BELONGS AT BELGRAVIA



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

We understand that children and young people

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



That's why we welcome and include all children and young people which includes those who:

- are from different **cultures**
- First Nations communities
- LGBTQIA+
- or who have a disability

Included means you are welcomed and treated like you belong. You get to join in and be part of our valued community.

Culture is shared language, customs, stories and traditions that connect people and show who they are and where they belong.

We will keep children and young people safe from **discrimination**.

Discrimination means treating someone badly or unfairly because of something about them. This can include;

- Your skin colour
- Gender
- Disability
- Or Culture

CREATING AN INCLUSIVE ENVIRONMENT



We will make sure every child and young person can take part, feel they belong and there aren't any **barriers** to participation.



Belgravia change or fix the things we can, so **barriers** don't stop you from joining in. Just let us know how we can help you.

Barriers are things that make it difficult to do what you want or need to do, or to take part unless you have the right support or equipment.





CHILDREN AND YOUNG PEOPLE'S RIGHTS



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



We want everyone who works or volunteers for us to make Belgravia safe for children and young people.

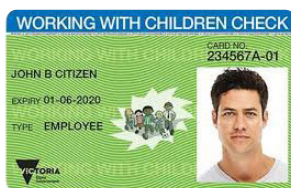


We will make sure that children and young people have a voice, are heard, listened to and included in decisions that affect them.

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

OUR TEAM IS HERE TO KEEP YOU SAFE AND HAPPY

Everyone who works or volunteers with us has a Working With Children Check (WWCC) or equivalent. In New Zealand they have Police Vetting. This helps make sure the people who work with you are safe and trusted.



A **WWCC (or equivalent)** or **Police Vetting** means only safe and trusted adults can work with you.



Our staff and volunteers are trained to know what to do if someone shares a child safety concern, complaint, or disclosure. They will listen carefully, take you seriously, and get help to keep you safe.





HERE'S WHAT WE CAN DO TOGETHER

Anyone can tell us if they have a concern about a child or young person. It might be a child, young person, parent, staff member or member of the community.



Our team knows how to work safely with children and young people. They care about your wellbeing and want to make sure you feel safe, respected, and included.



If you tell us something that makes us worried about your safety, we might need to tell people that can help you.





THE RULES THAT HELP KEEP YOU SAFE



In Australia and New Zealand, there are **laws** that say we must keep children and young people safe from harm.



These **laws** say we must have a plan that explains how we will stop unsafe things from happening and what we will do if someone is worried about a child or young person's safety.

A **law** is an official rule made by the government that everyone must follow so children and young people stay safe, are treated with respect and listened too.

WHAT YOU NEED TO KNOW



Everyone has the right to feel safe everywhere – online, in our venues, at home, at school and out in the community.



If someone makes you feel scared, worried or uncomfortable, hurts you or threatens to hurt you then you should tell someone.



You can talk to a staff member, swimming teacher, coach or another trusted adult.



We will listen to you and take what you are saying seriously.



Remember it is not your fault.



You can bring a friend, parent or carer with you for support.



You can ask questions about what will happen next.



We will respect your privacy and only tell people that can help keep you safe.



TRUSTED ADULTS THAT CAN HELP YOU

If someone makes you feel unsafe, scared, sad, or worried, there are other people you can talk to who will listen and help you if you don't feel ready to talk to someone at Belgravia or you feel you need extra support.



Police

Australia: 000
New Zealand: 111

The Police help keep everyone safe. You can talk to the Police if you or someone you know is being hurt, feels unsafe, or is in danger.

Sometimes if you tell us something and we are worried you aren't safe, we might need to talk to the Police too for some help.



Kids Helpline

Australia
1800 55 1800

You can call Kids Helpline anytime if you need to talk about something that's worrying you, or if you don't feel safe or you just need someone to listen.

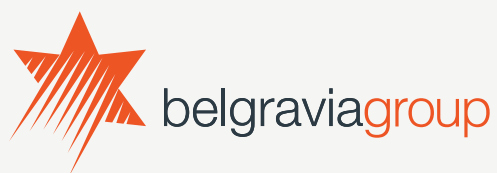
It's free, private and open 24 hours a day



I Am Hope

New Zealand
0800 543 354

In New Zealand, you can call I am Hope if you're feeling sad, worried or unsafe. You can talk about anything that's on your mind. Someone will listen and help you find support.



Committed to providing safe
aquatic facilities to the communities
that we operate within.