



strong young futures

Safeguarding Children & Young People



Our Safeguarding Commitment

Uplyft provides high quality, respectful and caring services that encourage children, young people and families to develop to their fullest potential.

We work together with children, young people, parents, care givers and communities to provide services that respect and celebrate their unique needs.

Uplyft actively seeks to safeguard children and young people through:



EMPOWERMENT

We prioritise child safety by involving and empowering children and young people in decisions. We make sure they know who to contact for help, and support them to report complaints or inappropriate behaviour.



INCLUSION

We uphold the rights of all children and young people to safe, nurturing environments that honour their cultural identities and diversity, and we are committed to inclusivity for all children.



VIGILANCE

We strive to ensure child safety through robust reporting, swift action, ongoing monitoring, continuous improvement based on National Principles for Child Safe Organisations, and accreditation by the Australian Childhood Foundation.



RIGOUR

We maintain child safety through rigorous recruitment, clear conduct codes, ongoing staff development, stringent safety policies, and comprehensive training in safeguarding.

SAFEGUARDING POLICY

The safety and wellbeing of children and young people is at the forefront of Uplyft's work.

We believe children have the right to *feel safe* and *be safe*, from all forms of abuse and neglect.

Uplyft's Safeguarding Policy outlines the responsibilities of, and behaviours required by our personnel to keep children and young people safe. This policy and our Commitment Statement to Keeping Young People Safe can be found on Uplyft's website.

Everyone working for Uplyft shares responsibility for the safety of children and young people.

This means we:

- Protect them from all forms of abuse.
- Report and respond to incidents of abuse and neglect, whether within Uplyft or the community.
- Create and maintain a child safe culture, making sure everyone in Uplyft understands and accepts their responsibilities.
- Work according to our Code of Conduct which outlines acceptable behaviours.

Our Values

In keeping children and young people safe, our values guide our work and our decisions:

We Care - about the safety and wellbeing of every child and young person we support.

We Collaborate – with parents, care givers and our community to support and protect children. Their safety is a team effort.

We are Accountable – for every child and young person under our care.

We have Courage – to face difficult issues with responsibility, taking bold steps to protect children, advocating for them, even when it's tough.

We Celebrate – the achievements, big and small, of every child we work with. We show them they are valued and appreciated and encouraged to explore their potential.

Reporting

Uplyft has zero tolerance towards all forms of abuse and neglect of children and young people.

Uplyft upholds the rights of children to be heard, protected and supported. We promote equity and respect diversity of the children and young people and work to empower them to tell us if they feel unsafe or hear or see something that doesn't feel right.

Uplyft personnel respond to children and young people's disclosures of abuse by **Listening** to the disclosure and taking it seriously, **Reassuring** the child or young person that it is OK for them to have told us what is happening and showing **Respect** for the child, explaining to them we will need to report what they have said to someone else.

Uplyft always acts in the 'best interests of the child'. We operate within child safe legislation and any standards relevant to the services we provide.

Our **Reporting Policy and Procedures** ensure all instances, allegations, disclosures of abuse or reasonable concerns of abuse or neglect involving children and young people are accurately reported and responded to in a consistent, timely and sensitive manner.

There are **four critical steps** Uplyft takes when responding to incidents, allegations, disclosures or reasonable concerns of abuse or neglect, or breaches of policy:



Responding – including immediate actions to avoid further harm and ensure the safety of children and young people; listening to allegations and disclosures supportively and reassuring children and young people they have done the right thing by telling us.



Reporting – all Uplyft personnel must report any reasonable concerns or instances of child abuse or neglect and any breaches of our policies and procedures by other personnel. Sometimes, reports will be made to external bodies, including policies, child protection authorities and relevant government regulatory bodies.



Sharing Information – in accordance with our Privacy Policy, Uplyft will maintain the confidentiality and privacy of all concerned, except if this would compromise the safety or wellbeing of a child or young person.



Supporting – those impacted by any incident.



Uplyft's external reporting obligations include:

Reportable Conduct – where mistreatment of a child or young person by Uplyft personnel is alleged or there is misconduct which breaches the Safeguarding Policy and/or the Code of Conduct.

Mandatory Reporting – some professions have legal obligations to report child abuse or neglect