

Commitment to the Safety and Wellbeing of Children and Young People

ALARA QLD Limited (ALARA) acknowledges its responsibility to uphold and promote the safety and wellbeing of children and young people, and to respect and listen to the opinions of the children and young people receiving a service from the organisation.

ALARA staff and volunteers have a duty of care to provide environments that are friendly, promote learning and enjoyment and are safe for children and young people.

All children regardless of gender, race, religious beliefs, age, disability, sexual orientation, family or social background have equal rights to protection from abuse. ALARA has zero tolerance of child abuse.

ALARA recognises the importance of developing and implementing systems which protect children and young people from risk of harm and foster a culture of safeguarding children and young people.

As such, ALARA commits to the following principles:

1. **Respect:** We will treat everyone equally, regardless of who they are or their age. We will ensure that everyone feels safe, welcome and respected.
2. **Inform:** We will ensure that children and young people are informed of their physical, emotional and online rights and what actions to take if they feel unsafe. We will ensure that children and young people are informed of the services and care they will be receiving and help them understand what this means for them. We will ensure that information is communicated to children, young people, and their families and carers in a way they understand.
3. **Family and community:** Where it is safe to do so, we will involve families and communities in our approach to child safety and wellbeing.
4. **Help:** We will help children and young people to work towards their goals in life.
5. **Safety:** We will ensure that children and young people feel safe and comfortable in our care. All persons in our organisation will be supported to safely disclose risks of harm to children or young people. We will take seriously, and act immediately in relation to, any reports of child abuse.
6. **Staff and volunteers:** We will employ robust human resource and recruitment practices and ensure that all workers whom we engage have been appropriately screened and trained to work positively with children and young people.
7. **Include children in decisions:** We will seek input and feedback from children and young people and empower them to participate in decisions affecting their lives or care.
8. **Give voice:** We will help children and young people to voice their concerns, feedback, suggestions and complaints about the organisation, and we will take their input seriously.
9. **Safe environment:** We will ensure that our physical and online environments promote safety and wellbeing.
10. **Risk Management:** We will take a proactive risk management approach to early identification of risks and their removal or reduction.

11. Cultural Safety: We will ensure the cultural safety of Aboriginal and Torres Strait Islander children. We will ensure that all children, including Aboriginal and Torres Strait Islander children are provided with a safe, nurturing and positive environment where they are comfortable with being themselves, expressing their culture and are supported by a carer that encourages their sense of self and identity.

12. Respect for Diversity: We respect the diverse needs and ensure the safety of all children, including children with disability, children who are lesbian, gay, bisexual, transgender and intersex, and provide culturally safe environment for children from culturally and linguistically diverse backgrounds.

13. Policies and Procedures: We will document, regularly review and continuously improve our policies and procedures to promote and uphold child safety and wellbeing.

How to contact us

For further information on the ways we ensure the safety of children and young people, please contact the Chief Service Officer on (07) 3817 0600.

Assisted contact options are also available.

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