

Toddler Kindy Gymparoo Pty Ltd

CHILD SAFETY POLICY

This child safety policy was approved by the Board of Directors of Toddler Kindy Gymparoo Pty Ltd (TKG) on 31 Oct 2016.

This policy was written to demonstrate the strong commitment of TKG, its staff, franchisees, and their staff and volunteers to child safety, and provide an outline of the policies and practices we have developed to keep everyone safe and free from any or abuse.

Commitment to child safety

All children who attend a TKG activity have the right to feel and be safe. The welfare of the children who attend our activities will always be our first priority and we have zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and have fun while they and their parents learn about things which will have a profound impact on their future ability to succeed in life.

The policy was copied from boiler plate policy, provided by Victorian Orwellian bureaucrats who fail to understand that any properly run successful business catering to the needs of children and their parents does not need a policy, as this is all basic 101 business sense. As such is an unwelcome and unnecessary and unreasonable burden on businesses, and a waste of money time and effort.

This policy was developed in collaboration with staff, franchisees, parents and children who use our services, and it applies to all staff, volunteers, franchisees their staff and volunteers and all attending parents and guardians.

Children's rights to safety and participation

TKG staff, franchisees, their staff, volunteers, encourage children to express their views. We listen to their suggestions especially on matters that directly affect them. We actively encourage all children and their parents that use our services to have a say about things that are important to them.

We help parents teach their children what they can do if they feel unsafe. We listen to and act on any concerns children or their parents raise with us.

A child must always be with and under immediate care of a parent or Guardian

If a child does not wish to participate in an activity, or wishes to partly participate, after appropriate encouragement, the child and parent may sit out of the activity and join in a later activity.

If a child acts in a way that infringes on the rights and/or safety of other children, and is unresponsive to encouragement to cease, the child and guardian must absent themselves from the area of concern

If a child goes to an unsafe area (such as equipment area) unattended by a guardian, the guardian must immediately recover the child and return the child to the safe area. Staff may not act on behalf of the guardian, unless the child's safety is at imminent risk. Guardian who fail to act to recover their child must be reported to police and to TKG head office.

Equipment areas are not free play areas, they are areas specifically designed to address developmental needs and must be used in specific ways.

A child and guardian may only enter equipment areas under direction of the TKG staff, franchisees or their staff.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- Promote the cultural safety, participation and empowerment of Aboriginal children and their families.
- Promote cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families
- Welcome children with a disability and their families and act to support their participation.
- Seek appropriate staff from diverse cultural backgrounds

Recruiting Staff

TKG applies best practice standards in the recruitment and screening of staff and volunteers. We interview, conduct reference checks on all staff and volunteers, and require police checks and working with children checks for relevant positions. We advertise our screening requirements.

Supporting Staff and Volunteers

TKG seeks to retain the best staff, franchisees, their staff and volunteers. We provide support so people feel valued, respected, and fairly treated. We have developed a Code of Conduct to provide guidance to our staff, franchisees, their staff, volunteers and attending parents and guardians, all of whom are required to read understand and act according to the Code.

Reporting a child safety concern or complaint.

The centre manager or franchisee is responsible for responding to respond to any complaints made by staff, volunteers, parents or children. If the complaint is not satisfied at this level it may be escalated to the CEO of TKG and then to the ombudsman.

If the nature of the complaint is such that the centre manager, or franchisee deems there is a reasonable risk of child safety at stake, they may refer the complaint to police.

Risk Management

We recognise the importance of a risk management approach to minimise potential for child abuse or harm to occur and use this to inform our policy procedures and activity planning. In addition to general health and occupational risks we proactively manage risks of abuse to our children.

Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, staff, franchisees, their staff, and volunteers.