

Child Safe Policy

1. Purpose

Camden Meals on Wheels (CMOW) is committed to the safety, wellbeing, and empowerment of all children and young people. While our services primarily support older Australians, we acknowledge our obligations under the Commonwealth Home Support Programme (CHSP) and the National Principles for Child Safe Organisations to provide a safe environment wherever our services operate.

2. Scope

This policy applies to all staff, Board members, volunteers, contractors, and any person engaged by CMOW who may come into contact with children during the course of their duties.

3. Commitment to Child Safety

- We have zero tolerance for child abuse.
- We are committed to the safety, participation, and empowerment of all children.
- We support and respect all children, as well as our staff and volunteers.
- We are committed to the cultural safety of Aboriginal children, children from culturally and linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

Definitions

- **Child/Young Person:** A person under the age of 18.
- **Child Abuse:** Includes physical violence, sexual abuse, emotional or psychological harm, and neglect.

4. Children's Rights

We respect children as active participants in our community. They have the right to feel safe, be heard, and be treated with dignity.

5. Code of Conduct

All staff and volunteers must:

- Treat children with respect and dignity.
- Listen and respond appropriately to children's views and concerns.



- Never use language or behaviour towards children that is inappropriate, harassing, abusive, or threatening.
- Avoid being alone with a child where possible.
- Report any concerns about child safety immediately.

6. Recruitment and Training

- We will conduct Working With Children Checks (WWCC) for all roles where contact with children is possible.
- We will provide child safety training and information to staff and volunteers as part of their induction and ongoing learning. Additionally, all staff and volunteers will be required to sign off the CMOW Child Safe Code of Conduct acknowledgment.

7. Risk Management

- Risk assessments will be conducted for activities that may involve children (e.g. school-based volunteering, community events, open days)
- Clear supervision procedures
- Limiting unsupervised access to children

8. Reporting and Responding

We take all allegations seriously. Any concerns about child safety must be reported immediately to CMOW. Reporting and responding will be done via the CMOW Complaint Handling Policy and the CMOW Whistleblower Policy.

Reports may also be made directly to:

- NSW Child Protection Helpline: 132 111 (24 hours)
- NSW Police (if a child is in immediate danger): 000

9. Privacy and Confidentiality

We handle child safety reports with sensitivity, confidentiality, and in accordance with privacy laws.

10. Review

This policy will be reviewed every two years or sooner if required by law or significant organisational change.