



# CHILD SAFETY AND WELLBEING POLICY

**Adoption Date:** 01 October 2025

**Policy Number:** GRC 095

**Policy Type:** Administrative

**Responsible Officer:** Director Community & Corporate Services

**Department:** Community & Corporate Services

| Version | Decision Number or CEO Approval | Decision Date  | History               |
|---------|---------------------------------|----------------|-----------------------|
| 1       | GRC 095                         | 2 October 2025 | Approved by Directors |
| 2       |                                 |                |                       |
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## 1. BACKGROUND

Goondiwindi Regional Council ("Council") is committed to creating and maintaining safe and welcoming spaces for children and young people. This policy ensures compliance with the Child Safe Organisations Act 2024 (QLD) and implementation of Queensland's 10 Child Safe Standards and the Universal Principle.

## 2. SCOPE

This policy applies to:

- All Goondiwindi Regional Council facilities and services
- All staff members, volunteers, contractors, and third-party service providers
- All children and young people aged 0-17 years who access Council services
- All programs, events, and activities conducted by or on behalf of Council
- Digital and online services accessed by children

This policy affirms that the ultimate responsibility for supervising and ensuring the safety and wellbeing of children remains with their parents and caregivers. Council staff, volunteers, and contractors will support a safe environment in line with child safety requirements but are not the primary custodians of this responsibility.

## 3. DEFINITIONS / REFERENCES

|         |                                         |
|---------|-----------------------------------------|
| Council | Goondiwindi Regional Council            |
| Policy  | Child Safety and Wellbeing Policy       |
| Act     | Child Safe Organisations Act 2024 (QLD) |
| QFCC    | Queensland Family & Child Commission    |

## 4. PURPOSE/OBJECTIVE

The purpose of this policy is to outline Council's commitment to creating and maintaining a child-safe environment that promotes the safety, wellbeing, and cultural safety of all children and young

people who access our services, facilities, and programs. Council services are inclusive of children of all backgrounds, abilities, and identities.

## **5. GOVERNANCE AND LEADERSHIP**

Council's leadership are responsible for ensuring that all staff, volunteers and contractors understand their responsibilities and obligations under this Policy.

## **6. CHILDREN'S PARTICIPATION AND EMPOWERMENT**

Children's perspectives are respected and encouraged in designing children's programs and services. Where practical, safe and accessible channels enable children to raise questions or concerns. This Policy is related to child safety and wellbeing and is accessible to children, where needed translation services are available.

## **7. FAMILY AND COMMUNITY ENGAGEMENT**

Where necessary, families and communities are engaged in child safe discussions. Age appropriate and tailored messaging ensures clarity and inclusion.

## **8. RECRUITMENT AND SUPPORT**

All staff, contractors and volunteers working in areas relating to children undergo Blue Card/Working with Children checks and reference checks. Staff, contractor and volunteer inductions and code of conduct training include child safety information. Cultural awareness and diversity training is available to staff to assist in meeting community and Council's expectations and obligations.

## **9. COMPLAINTS AND REPORT HANDLING**

A child focused complaints process is in place with safe reporting channels. Allegations or convictions are reported to the QFCC within legislated timeframes.

## **10. TRAINING AND EDUCATION**

Staff and volunteers receive ongoing training and refresher training in child safety awareness, reporting, and cultural safety.

## **11. SAFE ENVIRONMENTS**

Physical spaces are designed to support children, parents and caregivers accessing a safe and child friendly environment, where they are able to supervise children. Online environments such as Wi-Fi and computers are available per Council's Internet Public Use Policy, where it remains the responsibility of the parents and caregivers to supervise use by children.

## **12. REVIEW AND CONTINUOUS IMPROVEMENT**

Regular self-assessment and reviews are undertaken using QFCC tools, inline with industry standards. Feedback from children, families, and staff informs updates.

## **13. MONITORING AND COMPLIANCE**

The QFCC oversees compliance. Non-compliance may result in enforceable undertakings, audits, or public reporting.

## **14. REVIEW DATE**

October 2026

## **15. RELATED DOCUMENTS**

- Child Safe Organisations Act 2024 (QLD)
- Working With Children (Risk Management and Screening) Act 2000 (QLD)
- Human Rights Act 2019 (QLD)
- Information Privacy Act 2009 (QLD)
- Local Government Act 2009 (QLD)
- GRC 023 Internet Public Use Policy
- GRC Code of Conduct
- GRC 017 Administrative Action Complaints Management Policy

## **16. ADDITIONAL RESOURCES**

Translation and Interpreting Services (TIS) - 131 450