



SAFEGUARDING POLICY

1 Context and Definitions

1.1 Context

St Vincent de Paul Society’s work includes any form of help that alleviates suffering and promotes human dignity, especially for those that are most vulnerable. All people assisted by the Society have a right to feel and be safe. The Society recognises the personal dignity and rights of people it serves, particularly children and adults at risk of abuse, neglect or exploitation.

1.2 Definitions

- (a) Children’ means persons under 18 years of age.
- (b) ‘Adults at risk’ means persons aged 18 years and over who:
 - have care and support needs;
 - are being subjected to abuse, neglect or exploitation, or are at risk of abuse, neglect or exploitation; and
 - are unable to protect themselves from abuse, neglect or exploitation because of their care and support needs.
- (c) ‘Abuse, neglect or exploitation’ means all forms of physical and mental abuse, exploitation, coercion or ill-treatment. This might include, for example:
 - Sexual harassment, bullying or abuse;
 - Sexual criminal offences and serious sexual criminal offences;
 - Threats of, or actual violence, verbal, emotional or social abuse;
 - Cultural or identity abuse, such as racial, sexual or gender-based discrimination or hate crime;
 - Coercion and exploitation;
 - Abuse of power.

2 Policy Statement

2.1 Statement

St Vincent de Paul Society Queensland is committed to promote and protect the welfare and human rights of Children and Adults at risk that interact with, or are affected by, our work. . The Society’s employees, members and volunteer members (Society Representatives) will work together to create a safe environment in which:

- (a) all Children and Adults at risk are treated with dignity and respect;
- (b) every child’s right to feel safe and cared for is actively promoted;
- (c) there is no tolerance of any form of abuse, neglect or exploitation.



3 Scope

3.1 Scope

To meet its commitment, the St Vincent de Paul Society Queensland will:

- (a) develop and maintain a safeguarding framework comprising child protection and Adults at risk safeguarding strategies and procedures relevant to areas of operation across the Society;
- (b) operate within state and federal legislative requirements;
- (c) provide adequate induction and ongoing training to all employees, members and volunteer members;
- (d) maintain recruitment practices that ensure the most suitable and appropriate people are engaged to work with Children and Adults at risk, including consultants and contractors;
- (e) maintain screening measures that enable identification of persons who are not suitable to have contact with Children the Society assists or engages with;
- (f) maintain a reporting process that enables individuals to raise concerns regarding the safety, health or wellbeing of any child or Adults at risk, and to report those concerns where appropriate;
- (g) monitor and ensure that all individuals participating in the Society's works adhere to standards and procedures established by the Society's safeguarding framework.

It is the responsibility of all Society Representatives to:

- (a) maintain the safety and wellbeing of Children and Adults at risk and to protect them from harm;
- (b) comply with the requirements of the Society's safeguarding framework;
- (c) actively participate in induction and training provided by the Society.

4 Review

This policy is subject to annual review from the date of approval by the State Council. A review of the safeguarding framework will occur annually.

Any changes to relevant legislation or statutory requirements will result in immediate review.

Any member, volunteer or employee who wishes to make any comments about this policy may forward their suggestions to the Owner.