

Safeguarding framework



YFS respectfully acknowledges Aboriginal and Torres Strait Islander people as Australia's first peoples and the traditional owners/custodians of the land on which we meet and work. We recognise the important role they have within and country, and we pay our community respects to the Elders of this land past and present.

Safeguarding framework

YFS recognise the reality that both children and adults are at risk of abuse, neglect and exploitation in our society, and that risk is amplified for people experiencing vulnerability. Further, we recognise that without intervention and attention, children and adults may be exposed to the risks of abuse, neglect, and exploitation through our work. That is why we have developed our Safeguarding Framework to inspire and guide our people to work and behave in ways which keep all people safe and uphold their basic human rights.



Our Statement of Commitment

YFS Ltd is committed to ensuring the safety and wellbeing of children and young people. Our commitment is aligned to and guided by the National Principles for Child Safe Organisations. YFS Ltd is also committed to ensuring the safety and wellbeing of adults including adults affected by vulnerability.

YFS has a zero tolerance of abuse, and all allegations and safety concerns will be treated very seriously and consistently as per our policies and procedures.

In line with our legal and moral obligations to children, young people, and adults, we will contact relevant authorities when are concerned about a person's safety.

We are committed to preventing abuse and identifying risks early and removing and reducing these risk, consistent with our Safeguarding Framework.

We are committed to safe recruitment procedures, and regularly training and educating our staff on child abuse risks, and risks affecting adults.

We are committed to providing a culturally safe environment for Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, LGBTQIA+ people and to providing a safe and accessible environment for people with a disability.

YFS has specific policies, procedures and training in place that support our staff to achieve these commitments.



Safeguarding framework

Our culture



Our culture is based on upholding the basic human rights of our service users where safety and wellbeing is our first priority.

- Leadership
- Values, behaviours, attitudes
- Governance
- Continuous improvement
- Valuing the people we work with

Our workforce



Our people know how to work safely and how to prevent harm and our people are held accountable for upholding our safeguarding standards.

- Education and Training
- Listening to children
- Listening to people experiencing vulnerability

Our practice



Our work practices are designed with safety and wellbeing in mind. We do everything we can to employ safe staff and then provide clear ways of working which prioritise safety and wellbeing.

- People are screened
- Policies
- Procedures
- How we work
- Complaints

Our environment



We create safe physical and virtual environments where staff are supported to engage safely with service users.

- Designed for families
- Physical environments
- Embracing diversity
- E-Safety
- Confidentiality

Our response



We proactively mitigate and minimise the risk of harm as much as possible. If we suspect someone has been harmed, we respond immediately.

- Actively looking for risks to safety
- Taking disclosure seriously
- Zero tolerance to inaction

Our culture



Safeguarding@YFS

Leadership | Values, behaviours, attitudes | Governance | Continuous improvement | Valuing the people we work with

Our culture



Our culture is based on upholding the basic human rights of our service users where safety and wellbeing is our first priority.

Leadership

- Safeguarding is a priority for the board
- Establishment of the Safeguarding Committee
- Being prominent members of Communities of Practice and Working Groups

Values, behaviours, attitudes

- Establishing the Safeguarding Framework
- Developing the Safeguarding Manual
- Formalising and standardising expected standards of behaviour on safety and wellbeing

Governance

- Rejuvenating our approach to keeping people safe
- Undertaking safeguarding audit processes
- Developing a standardised approach to reporting safeguarding concerns

Continuous improvement

- Embedding continuous improvement into our Safeguarding Manual and policy documents
- Engaging external support for analysis of our safeguarding approach

Valuing the people we work with

- Implementing a client-focused approach to our work
- Actively seeking feedback on safety and wellbeing



Our workforce



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Education and training | Listening to children | Listening to people experiencing vulnerability

Our workforce



Our people know how to work safely and how to prevent harm and our people are held accountable for upholding our safeguarding standards.

Education and Training

- Our staff and volunteers receive safeguarding induction training before they have contact with service users
- Our staff and volunteers receive regular and ongoing safeguarding training
- Our recruitment staff are trained in safe recruitment practices
- Safeguarding information and resources are regularly shared

Listening to children

- We actively engage children in safety discussions
- We have processes in place to create opportunities for children to raise concerns
- We engage young people in an advisory capacity to help evaluate and develop our services and practice

Listening to people experiencing vulnerability

- We work to assess the safety and wellbeing of the adult clients we work with
- We have processes in place to create opportunities for people to raise concerns
- We ensure service users understand what to expect from our people

Our practice



Safeguarding@YFS

People are screened | Policies | Procedures | How we work | Complaints

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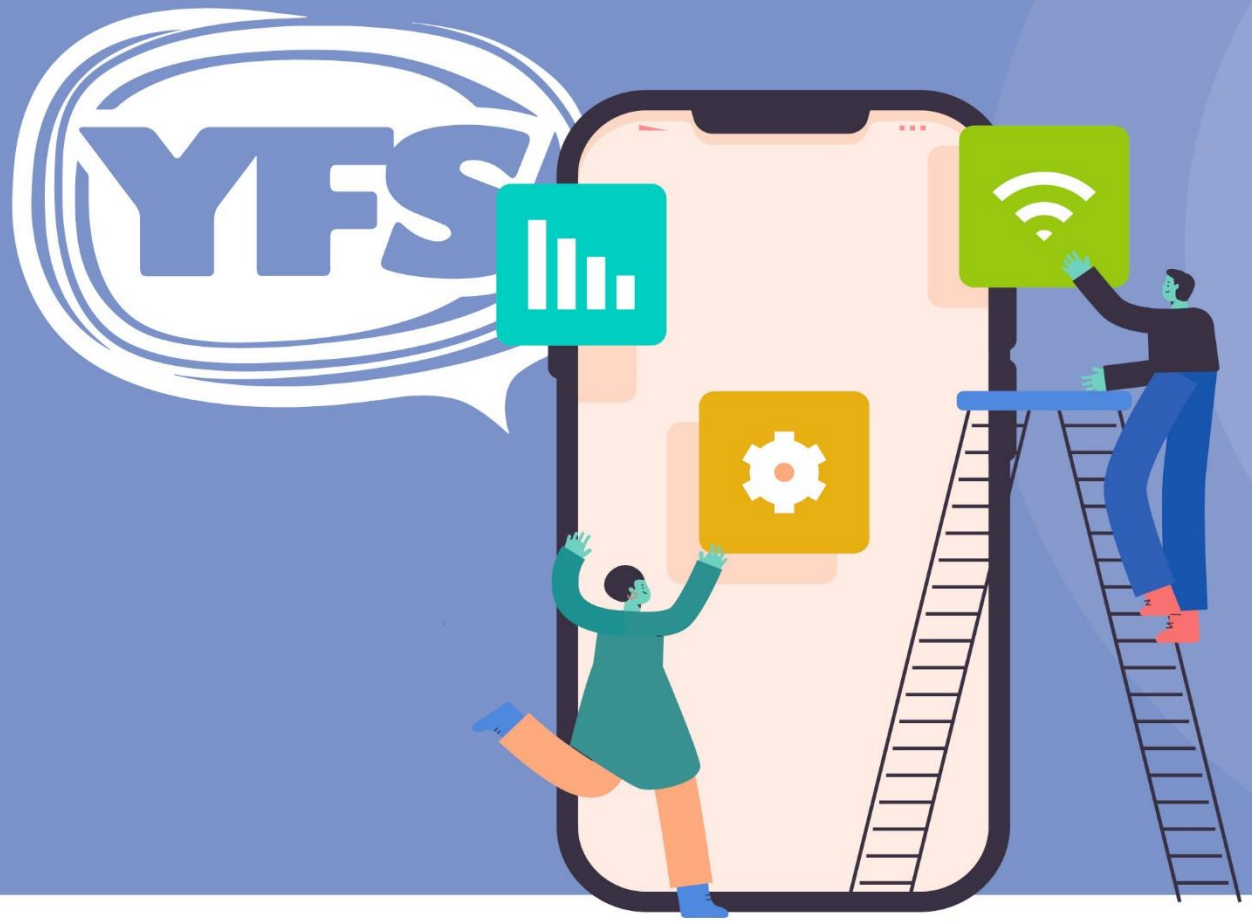
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Our environment



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Designed for families | Physical environments | Embracing diversity | E-Safety | Confidentiality

Our environment



We create safe physical and virtual environments where staff are supported to engage safely with service users.

Designed for families

- Environments are fit for purpose
- Environments are designed to suit the needs of service users
- We seek feedback from service users on the suitability of our environments

Physical environments

- We undertake risk assessments of physical environments
- and activities
- We engage children on the use and improvement of our physical environments
- Management plans are implemented where risks are identified

Embracing diversity

- We have a Dignity and Diversity Statement
- Our people receive training and information about engaging people from diverse backgrounds

E-Safety

- We have processes in place to manage sensitive information about our service users
- Our people receive guidance about expected standards of conduct in online environments
- We provide information to our service users about e-safety

Confidentiality

- We keep personal information private
- We ensure that service users are made aware of when and how we need to share confidential information



Our response



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Actively looking for risks to safety | Taking disclosure seriously | Zero tolerance to inaction

Our response



We create safe physical and virtual environments where staff are supported to engage safely with service users.

Actively looking for risks to safety

- Programs are risk-assessed and identified risks are mitigated or managed Feedback and concerns are actively sought from our service users
- Staff and volunteers are trained in identifying and responding to risks

Taking disclosure seriously

- We have zero tolerance for inaction on safeguarding concerns
- Our people are trained on how to receive disclosures
- We take a survivor-centred approach to responding to disclosure
- Our staff are empowered to act to keep people safe

Zero tolerance to inaction

- Our zero tolerance to inaction approach means that once we become aware of safeguarding risks or concerns it is not acceptable for our people to fail to take action to keep our service users safe. This does not mean that nothing will ever go wrong at YFS, but it means that it is never acceptable for our people to not do everything within their control to respond effectively to the situation in a way the priorities the safety and wellbeing of the people involved.





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