

# CHILD SAFE ENVIRONMENT POLICY (QLD)

The United Nations Convention on the Rights of the Child (UNCRC) outline that children and young people have a right to be safe and cared for, no matter where they are or who they are with. Children have the right to be protected from violence, abuse or neglect. When working with children and young people, it is important to understand children's rights and needs.

We are advocates for children and have a strong commitment to child safety and establishing and maintaining a child safe environment. Children's safety and wellbeing are paramount at our Service. Our Service embeds the QLD Child Safe Standards including the Universal Principle and promotes a culture of safety and wellbeing to minimise the risk of child abuse or harm to children whilst promoting children's sense of security and belonging. [NQF October 2023]

## NATIONAL QUALITY STANDARD (NQS)

| QUALITY AREA 2: CHILDREN'S HEALTH AND SAFETY |                                                                                    |                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.2                                          | Safety                                                                             | Each child is protected                                                                                                                                                                                                                                                                                                                          |
| 2.2.1                                        | Supervision                                                                        | At all times, reasonable precautions and adequate supervision ensure children are protected from harm and hazard.                                                                                                                                                                                                                                |
| 2.2.2                                        | Incident and emergency management                                                  | Plans to effectively manage incidents and emergencies are developed in consultation with relevant authorities, practised and implemented.                                                                                                                                                                                                        |
| 2.2.3                                        | Child Protection<br><br>Child Safety and Protection<br><i>(effective Jan 2026)</i> | Management, educators and staff are aware of their roles and responsibilities to identify and respond to every child at risk of abuse or neglect.<br>Management, educators and staff are aware of their roles and responsibilities regarding child safety, including the need to identify and respond to every child at risk of abuse or neglect |
| QUALITY AREA 5: RELATIONSHIPS WITH CHILDREN  |                                                                                    |                                                                                                                                                                                                                                                                                                                                                  |
| 5.1.1                                        | Positive educator to child interactions                                            | Responsive and meaningful interactions build trusting relationships which engage and support each child to feel secure, confident and included.                                                                                                                                                                                                  |

| EDUCATION AND CARE SERVICES NATIONAL LAW AND NATIONAL REGULATIONS |                                                                                                                     |
|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| S.162A                                                            | Child protection training                                                                                           |
| S.165                                                             | Offence to inadequately supervise children                                                                          |
| S.165A                                                            | Offence relating to children leaving the education and care service premises unauthorised <i>(WA Services only)</i> |

|            |                                                                                                    |
|------------|----------------------------------------------------------------------------------------------------|
| S.166      | Offence to use inappropriate discipline                                                            |
| S.167      | Offence relating to protection of children from harm and hazards                                   |
| 82         | Environment to be free from tobacco, vaping devices, vaping substances, drugs and alcohol          |
| 83         | Staff members and family day care educators not to be affected by alcohol or drugs                 |
| 84         | Awareness of child protection law                                                                  |
| 99         | Children leaving the education and care service premises                                           |
| 102AAB     | Safe arrival of children policies and procedures                                                   |
| 102AAC     | Risk assessment for the purposes of safe arrival of children policies and procedures               |
| 102B       | Transport risk assessment must be conducted before service transports child                        |
| 102C       | Conduct of risk assessment for transporting of children by the education and care service          |
| 102D       | Authorisation for service to transport children                                                    |
| 102E       | Children embarking a means of transport—centre-based service                                       |
| 102F       | Children disembarking a means of transport—centre-based service                                    |
| 103        | Premises, furniture and equipment to be safe, clean and in good repair                             |
| 104        | Fencing                                                                                            |
| 105        | Furniture, materials and equipment                                                                 |
| 106        | Laundry and hygiene facilities                                                                     |
| 109        | Toilet and hygiene facilities                                                                      |
| 115        | Premises designed to facilitate supervision                                                        |
| 122        | Educators must be working directly with children to be included in ratios                          |
| 123        | Educator to child ratios- centre based services                                                    |
| 136        | First aid qualifications                                                                           |
| 145        | Staff record                                                                                       |
| 149        | Volunteers and students                                                                            |
| 155        | Interactions with children                                                                         |
| 162        | Health information to be kept in enrolment record                                                  |
| 167        | Record of service's compliance                                                                     |
| 168 (2)(h) | Education and care services must have policies and procedures - Providing a child safe environment |
| 168(2)(ha) | The safe use of digital technologies and online environments at the service                        |

|     |                                                               |
|-----|---------------------------------------------------------------|
| 170 | Policies and procedures to be followed                        |
| 171 | Policies and procedures to be kept available                  |
| 172 | Notification of change to policies or procedure               |
| 175 | Prescribed information to be notified to regulatory authority |

## RELATED POLICIES

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| Adventurous (Risky and Nature) Play Policy<br>Behaviour Guidance: Bullying Policy<br>Child Protection Policy<br>Code of Conduct Policy<br>Dealing with Complaints Policy<br>Delivery of Children to, and Collection from<br>Education and Care Service Premise Policy<br>Emergency and Evacuation Policy<br>Excursion/Incursion Policy<br>Furniture and Equipment Safety Policy<br>Injury, Incident, Trauma and Illness Policy<br>Interactions with Children, Families and Staff<br>Policy<br>Managing an Unidentified Dog Policy<br>Medical Conditions Policy<br>Nutrition and Food Safety Policy | Physical Environment Policy<br>Privacy and Confidentiality Policy<br>Probation Induction and Orientation Policy<br>Recruitment Policy<br>Safe Arrival of Children Policy<br>Safe Storage of Hazardous Chemicals Policy<br>Safe Transportation of Children Policy<br>Safe Use of Digital Technologies and Online<br>Environments Policy<br>Sleep and Rest Policy<br>Staffing Arrangements Policy<br>Student, Volunteer and Visitors Policy<br>Sun Safe Policy<br>Supervision Policy<br>Tobacco Drug Alcohol-Free Policy<br>Water Safety Policy<br>Work Health and Safety Policy |
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## PURPOSE

Our Service has a legal and ethical responsibility to provide a safe and friendly environment where all children are respected, valued and encouraged to reach their full potential. Children's safety and wellbeing is paramount, and we aim to take all practical steps to protect children and young people from harm or risk of harm, ensuring a healthy and safe environment. Our Service adopts and aligns with the National Model Code for taking images or videos of children. (See *Safe Use of Digital Technologies and Online Environments Policy*.) We provide children, staff, educators and visitors with an environment free from the use of tobacco (including vaping) alcohol and illicit drugs.

## SCOPE

This policy applies to children, families, staff, educators, management, approved provider, nominated supervisor, students, volunteers and visitors of the Service.

## IMPLEMENTATION

Under the Education and Care Services National Regulations the approved provider must ensure that policies and procedures are in place for providing a child safe environment and take reasonable steps to ensure those policies and procedures are followed. (Reg. 168, Reg.170). The National Law requires management to ensure all children being educated and cared for are adequately supervised and every reasonable precaution is taken to protect children from harm and any hazard likely to cause injury.

Our focus is to build a child safe environment which is reflected in our Service policies and procedures and understood and practiced by all children, young people, educators, staff, families, visitors, volunteers and students.

*‘Child safety is everyone’s responsibility.’* (A guide to the Child Safe Standards. p.26. 2020)

## KEY TERMS-DEFINITIONS

|                                                  |                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Code of Conduct                                  | Together with a code of ethics, the code of conduct helps guide interactions between management, educators and staff, as well as informing the service decision-making processes relating to professional standards                                                                                   |
| Disclosure                                       | The process where a child or young person conveys or attempts to convey that they are being or have been abused.                                                                                                                                                                                      |
| Information sharing                              | Refers to sharing or exchanging information, including personal information about or related to, abuse in organisational contexts. The terms refer to sharing information between (or within) organisations, as well as sharing information with professionals who provide key services for children. |
| Mandatory reporter                               | A person who is required to report known and suspected cases of child abuse and neglect to a nominated government department or agency.                                                                                                                                                               |
| Mandatory reporting                              | The legislative requirement for selected classes of people to report suspected cases of child abuse and neglect.                                                                                                                                                                                      |
| National Model Code                              | The National Model Code for Taking Images or Videos of Children while Providing Early Childhood Education and Care (National Model Code) addresses child safe practices for the use of electronic devices while providing early education and care (ECEC).                                            |
| National Principles for Child Safe Organisations |                                                                                                                                                                                                                                                                                                       |

Reflect ten child safe standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse and are the vehicle for giving recommendations relating to the standards.

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|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reportable conduct                                                       | Certain organisations or entities have legal obligations under Reportable Conduct Schemes to notify and investigate certain allegations of abuse involving a child, when the allegation is against someone they employ, engage or contract in circumstances outlined in the legislation.                                                                                                                           |
| Rights of the Child                                                      | Human rights belonging to all children, as specified in the United Nations Convention of the Rights of the Child.                                                                                                                                                                                                                                                                                                  |
| Wellbeing                                                                | Sound wellbeing results from the satisfaction of basic needs. It includes happiness and satisfaction, effective social functioning and the dispositions of optimism, openness, curiosity, and resilience.                                                                                                                                                                                                          |
| Working with Children / working with vulnerable people check (WWCC/WWVP) | A notice, certificate or other document granted to, or with respect to a person under a working with children law. The person has been assessed as suitable to work with children; there has been no information that if the person worked with children the person would pose a risk to the children; or the person is not prohibited from attempting to obtain, undertake or remain in child-related employment. |

#### Definitions sourced from

ACECQA. (2023). Policy and procedure guidelines. *Providing a Child Safe Environment*.

NSW Department of Education (2021). [Guide to the Child Safe Standards for early childhood education and care and outside schools hours care services](#)

### COMMITMENT TO THE SAFETY OF CHILDREN AND YOUNG PEOPLE (National Principles 1-10)

Our Service is committed to being a child safe organisation and embeds the Queensland Child Safe Standards and Universal Principle, placing the protection of children as a priority of our responsibilities and obligations. The Child Safe Standards recommended by the Royal Commission provide guidance for our Service to build our capacity as an organisation to prevent and respond to allegations of child abuse and ensure our policies and procedures, strategies and attitudes, ensure children's safety is paramount.

Our Service has a zero tolerance to child abuse, and we are committed to the safety, participation and empowerment of all children. We ensure all staff, educators, volunteers and students have

undertaken current child protection awareness training and understand their obligations as mandatory reporters and adherence to child protection law [Reg.84]. We promote diversity and tolerance and aim to form equitable and positive relationships with children. We ensure children and young people participate in decisions affecting them and listen and respect their suggestions and ideas. We respond to any concerns, disclosures, allegations or suspicions of harm by reporting to the relevant authorities.

Our Service will not tolerate bullying or harassment and our *Behaviour Guidance - Bullying Policy* and procedure outlines the preventative strategies and supervision implemented by our Service to deal with bullying and help protect children. Our priority is to ensure the safety and wellbeing of children and young people and encourage positive relationships.

[Primary policies – Behaviour Guidance - Bullying; Child Protection; Code of Conduct; Interactions with Children, Families and Staff; Safe Use of Digital Technologies and Online Environments-

### COMMUNICATION (National Principles 2 and 3)

We aim to build and maintain positive and respectful relationships with children, families, staff and educators of our Service and prioritise a child safe environment. We communicate regularly and clearly with all stakeholders and ensure our policies and procedures are available to staff, educators, employees, students, volunteers, families and children and young people. (Reg. 170). Our policies are available in our service's family room or family information area. We welcome and encourage children, young people and families to share feedback and evaluation of our policies and procedures through surveys, feedback or discussions with management.

[Primary policies –Child Protection; Code of Conduct; Interactions with Children, Families and Staff]

### PARTICIPATION OF FAMILIES, CHILDREN AND YOUNG PEOPLE (National Principle 2)

Our Service ensures families are always welcome and feel comfortable asking questions on how we prioritise child safety. We provide a range of opportunities for consultation and collaboration about decisions about their child's safety whilst at our Service including:

- policy and procedure review
- child protection
- Child Safe Standards
- allegations/grievance procedures
- sun safety
- written authorisations- parenting orders

- code of conduct
- inclusivity and supporting children and young people with diverse needs
- adopting the National Model Code and Guidelines

We promote a respectful, child safe culture where children and young people concerns are always responded to and children and young people feel empowered to participate in decisions and provide feedback to educators and staff.

Our Service provides opportunities for conversations with children and young people about their rights and encourages children and young people speak up if they are feeling unsafe or worried. We provide multiple channels for children and young people to lodge complaints, tailoring these options to their communication preferences based on their feedback. We work individually with children and young people to determine the type of support they may need in participating in the complaints process.

**[Primary policies –Dealing with Complaints; Interactions with Children Families and Staff]**

### CODE OF CONDUCT (National Principles 4 and 6)

Management, educators, staff, volunteers and students will adhere to our Service's *Code of Conduct Policy*. Our *Code of Conduct Policy* clearly outlines expectations regarding behaviour and describes the principles, values, and ethical guidelines that guide our staff and stakeholders in their interactions and activities. All educators and staff members are made fully aware that following breaches of the Code of Conduct and role responsibilities may result in disciplinary action which may lead to termination of employment. Individuals can report any concerns they may have about inappropriate actions of any educator, staff, student or volunteer that involves children or young people to management, ensuring a prompt and thorough response to maintain a safe and secure environment for all.

We will:

- promote a culture of child safety and wellbeing in all aspects of our Service's operations
- adhere to our *Child Safe Environment Policy*, *Child Protection Policy* and *Safe Use of Digital Technologies and Online Environments* at all times
- ensure all staff and educators have valid Working with Children Checks (WWCC)
- ensure all staff, educators, volunteers and students have undertaken current child protection legislation training
- provide adequate and effective supervision of children at all times
- ensure the safe use of digital technologies and online environments

- take reasonable action to protect children and young people for risk of harm
- ensure the Service premise is free from the use of tobacco, illicit drugs and alcohol including use of vapes
- be responsible for their own, and others health and safety
- adhere to our *Privacy and Confidentiality Policy*
- be a positive role model to children and young people
- respect children and young people's privacy and dignity at all times
- listen and respond appropriately to the views and concerns of children and young people
- report any allegations of child abuse or risk of harm to the approved provider or to relevant authorities
- notify the approved provider and the regulatory authority within 24 hours of any serious incident or complaint as per the National Regulations
- encourage children and young people to 'have a say' on issues that are important to them.

Staff, educators, students and volunteers will not:

- discriminate against any child, because of age, gender, cultural background, race, ethnicity or disability
- put children or a young person at risk of abuse- refusing food/play, making threats, exposing children to inappropriate language or material (movies, internet, photos)
- be in the possession of a personal electronic device that can take images or videos or personal storage and file transfer media when providing education and care and working directly with children- National Model Code
- develop any 'special' relationships with children or young people that could be seen as favouritism such as the offering of gifts or special treatment
- be under the influence of drugs or alcohol while working; bring alcohol or drugs onto the premises
- smoke or vape in or on surrounding areas of the Service

[Primary policies – Code of Conduct; Privacy and Confidentiality; Probation Induction and Orientation- Safe Use of Digital Technologies and Online Environments; Tobacco, Drug and Alcohol-Free Policy]

### RECRUITMENT (National Principle 5)

Our Service maintains a rigorous and consistent recruitment, screening and selection process to ensure the best staff members and educators are employed based on skills, qualifications, experience and suitability for the position available. All staff and educators participate in robust interviews and

have reference checks completed to ensure the applicant's suitability to the role, previous experiences and their commitment to child safe values and practices.

All prospective applicants must declare that they do not hold any prohibition notices preventing them from working with children (Reg 188). The approved provider will verify prohibition notices using the [NQA ITS](#) 'register search' tool. Candidates applying for roles such as nominated supervisor or responsible person must also complete a Compliance History notice. Existing employees are encouraged to disclose any enforcement actions taken against them.

All staff and educators are provided with a comprehensive induction process which outlines our Code of Conduct and key policies including *Child Protection*, *Safe Use of Digital Technologies and Online Environments Policy*, *Dealing with Complaints*, *Work Health and Safety Policy*, and other related policies, to ensure a child safe environment. New employees (including the nominated supervisor and staff members), students and volunteers are to familiarise themselves with the *Child Protection Policy* to understand child protection laws and their obligations and mandatory reporting duties to ensure the safety and well-being of children at the Service.

[Primary policies –Child Protection; Safe Use of Digital Technologies and Online Environments Policy Probation Induction and Orientation; Recruitment]

### WORKING WITH CHILDREN CHECK- POLICE CHECKS (National Principle 5)

Working in conjunction with the [Child Protection \(Working with children\) Act 2012](#) QLD and National Regulations, the safety, welfare and wellbeing of children is paramount within our Service and community. A Working with Children Check (WWCC) is a requirement for people who work in child-related work. It involves a national criminal history check and a review of findings of workplace misconduct. The result of a WWCC is either a clearance to work with children and is valid for five years, or a bar against working with children. Cleared applicants are subject to ongoing monitoring and relevant new records may lead to the clearance being revoked and they will be prohibited from working with children.

Management is responsible for the periodic review and maintenance of up-to-date records of employees' WWCC, including the WWCC number and the date on which each clearance expires. Staff and educators in QLD are reminded by email 16 weeks prior to expiration to renew their WWCC prior to expiry. Staff members or educators are not permitted to provide education and care to children unless they have a current and verified WWCC.

Once an employee provides their WWCC clearance, management will verify the clearance to ensure that it is valid and current. The WWCC will be placed in the individual's file. For existing staff and educators, we will review staff WWCC monthly and verify they have renewed their WWCC every **3 years** (QLD) and record the status as *Not Prohibited*.

Any visitor who has direct contact with children will be required to sign in on the centre kiosks, sign the visitor acknowledgement register and provide a WWCC for verification prior to coming into contact with children. Management will verify all student and volunteer WWCCs prior to placement. The approved provider will keep a record for each day a student or volunteer participates in the Service including date and hours of participation.

[Primary policy – Child Protection, Recruitment, Staffing Arrangements, Student, Volunteer and Visitor]

#### CHILD PROTECTION- (National Principle 6)

Children and young people always have a right to be safe and protected. To comply with legislation and ensure a child safe environment, all educators, staff, volunteers and students are advised of current child protection law and understand any obligations under the law. Supervision is effective to ensure they understand that *child safety is everyone's responsibility*.

Approved providers, nominated supervisors, educators and staff are mandatory reporters and have a legal obligation to make reports if they suspect on reasonable grounds, a child is at risk of significant harm. Neglecting these obligations could potentially be deemed a criminal offence. All educators, staff and volunteers are provided with up-to-date training and development about child protection law and their obligations under this law and to ensure they are confident in following the reporting guidelines within Queensland and adhere to our *Child Protection Policy* (Reg. 84).

Through continual education and training, educators and staff are equipped with the knowledge, skills and awareness to keep children safe. Training gives educators and staff confidence to identify, respond and report child abuse. Nominated supervisors and persons in day-to-day charge must complete a mandatory child protection course approved by the regulatory authority and refresher training on an annual basis. Child Protection obligations, policies and procedures are delivered in a module as part of our services 2-day induction prior to working directly with children.

Our Service is committed to providing support to children, young people, families, educators or staff who have made a report regarding child protection, with a focus on upholding strict confidentiality throughout the process. Our primary concern is the well-being and safety of the child or young

person, and we will work closely with relevant authorities, professionals, and support networks to ensure that the child or young person's best interests are met throughout the process. Our dedicated support system will assist educators and staff in navigating this challenging process while safeguarding their privacy and professional well-being.

[Primary policy – Child Protection]

## CHILD PROTECTION-REPORTABLE CONDUCT SCHEME - Allegations Against Employees

### (National Principle 5)

To protect children and ensure their safety, welfare and wellbeing, management is responsive to report allegations or convictions of child abuse and child related misconduct by any staff member or volunteer or contractor to the (QLD) Department of Families, Seniors, Disability Services and Child Safety or the QLD Police as part of the *Reportable Conduct Scheme*.

Our Service will ensure an appropriate level of confidentiality of information relating to the reportable allegations as per the Child Safe Organisations Act 2024 (QLD). We take our legislative responsibilities as part of the Reportable Conduct Scheme seriously and will respond to any reportable allegation or conviction against employees or volunteers that may arise.

## REPORTING AND RESPONDING TO GENERAL COMPLAINTS (National Principle 6)

Feedback from children, families, educators, staff and the wider community is fundamental in creating an evolving childcare service working towards the highest standard of care and education. We ensure educators, staff, volunteers and students are well informed about the different ways children may express concerns, distress and disclose harm as well as the process for responding to disclosures from children- including a complaint that alleges a child is exhibiting sexual behaviours that may be harmful to the child or another child. (ACECQA, 2023.)

We aim to investigate all complaints and grievances with a high standard of equity and fairness. Our Service believes in procedural fairness and natural justice that govern the strategies and practices, which include:

- The right to be heard fairly
- The right to an unbiased decision made by an objective decision maker
- The right to have the decision based on relevant evidence.

The approved provider will place a prominently displayed notice in the foyer area of our Service, providing contact information, including the name and telephone number for lodging complaints. Educators and staff will receive guidance on the complaint/ grievance policy and procedure and the process for reporting complaints during their service induction. Families, children and young people will be advised of the complaint/ grievance policy and procedure and how to report complaints during orientation of enrolment. All grievances and complaints will be treated seriously and as a priority, in accordance with the *Dealing with Complaints Policy* and procedure.

Any complaints that allege a breach of the National Law and Regulations or alleges that the health, safety and wellbeing of a child or young person at the Service may have been compromised will be documented and reported to the Regulatory Authority within 24 hours. In the event that the child, young person or family is dissatisfied with the complaints process, they are advised they have the option to reach out to the regulatory authority for further assistance.

[Primary policy – Child Protection; Dealing with Complaints]

## PHYSICAL ENVIRONMENT – SUPERVISION AND SAFETY CHECKLISTS (National Principles 5 and 7)

Children's safety is embedded in our day-to-day practices. All staff and educators have knowledge of and adhere to the National Model Code and Guidelines and not use, or have access to, any personal electronic devices, including mobile phones or smart watches used to take images or videos when educating and caring for children at the OSHC Service.

We ensure effective and adequate supervision is provided to children at all times whilst ensuring educator to child ratios are met at all times. Educators will employ 'active supervision' strategies within the Service environment and when participating in excursions or transporting children. We ensure students and visitors are never alone with children whilst at the Service. The physical environment including toilets and nappy change facilities is designed and maintained to facilitate clear supervision of children whilst maintaining their rights and dignity.

Consideration will be made for the different ages and abilities of children and the activities that may require different levels of supervision. Sleeping infants and toddlers will be closely monitored at regular intervals and will always be within sight and hearing distance of educators so a child's breathing and the colour of their skin can be monitored. Consideration will be provided when older children are using the toilet and bathroom areas, including monitoring and supervision across all areas that children access.

Through conducting risk assessments, we assess and manage risks in the physical environment collaborating with children to develop behaviour guidelines for play including adventurous play to ensure their safety. Educators have a sound understanding of their duty of care and responsibilities in ensuring a child safe environment.

Educators conduct regular safety checks to maintain basic standards of safety within our Service. We believe that child safety is a shared responsibility at all levels within our Service. Children are encouraged to speak up about their safety and the safety of their friends by telling an educator if they feel unsafe in a particular situation or environment.

Educators will complete the following daily checklists to assist and record inspections of the physical environment where foreseeable risks may be evident and cause harm or injury to a child: Including opening and closing checklists, Indoor safety checklist, outdoor safety checklists. Any findings that require attention will be either dealt with immediately or submitted into the maintenance book depending on priority.

[Primary policies – Code of Conduct; Supervision; Sleep and Rest; Nappy Change and Toileting; Health and Safety; Safe Use of Digital Technologies and Online Environments; Staffing Arrangement, Supervision]

### RISK ASSESSMENT AND RISK ASSESSMENT TOOL (National Principle 8)

It is a legislative requirement that management, staff and educators implement a risk management system where they identify and manage hazards and risks within the workplace to ensure a child safe environment. Strategies are in place to make sure child safety is embedded across our Service through compliance with the *Education and Care National Regulations* and the National Principles for Child Safety – Child Safe Standards.

The key principles of risk management include:

1. Identifying all hazards or potential hazards in the Service
2. Assess the risk of harm or potential harm for each hazard
3. Control or manage the risk – Risk Rating Matrix
4. Monitor and improve safety – Risk Assessment Action Plan
5. Evaluate and Review

It is the responsibility of all staff and educators at the Service to complete a risk assessment where children's safety may be jeopardised and when organising an excursion/incursion or any

transportation of children. Risk assessments must be approved by the nominated supervisor prior to any excursion taking place. Children's safety must be incorporated into everyday practice within the Service.

Common hazards within the Service which may require a risk assessment include:

- cross-infection and infectious disease
- administration of medication
- anaphylaxis procedures and management
- building and equipment (including storage)
- inadequate space for conducting activities and experiences
- hazardous chemicals
- electrical appliances
- food preparation and storage
- environmental influences such as shade, noise etc
- sun safety
- children's behaviours
- water safety
- fire equipment
- pets and/or animals
- inadequate supervision of children
- children's activities and experiences
- Work Health and Safety such as manual handling (e.g., safe lifting children from cots and highchairs)
- non-compliance risk
- hot drinks
- transportation of children (regular outing and regular transportation)
- excursions
- potential emergencies
- natural disasters
- safe arrival of children
- sleep and rest
- organisation culture (child-safe culture)
- physical contact
- training

- safe use of online technologies and physical environment
- use of electronic devices (photographs/videos) NMC
- storage of images and video and how long they will be kept
- privacy and confidentiality

To maintain a child safe environment, all staff and educators will adhere to Service policies and procedures and conduct the following checklist and audits:

Environmental risk assessments, maintenance record, excursion risk assessment, health events audit including, Nappy, sunscreen, cleaning compliance audit, Incident and Injury register.

[Primary policies – Child Protection; Code of Conduct; Behaviour Guidance Emergency and Evacuation; Incident, Injury, Trauma and Illness; Safe Arrival of Children; Safe Use of Digital Technologies and Online Environments; Safe Transportation of Children; Sleep and Rest; Sun Safety; Administration of First Aid; Medical Conditions]

### EMERGENCY AND EVACUATION PROCEDURES (National Principle 8)

Management will ensure that copies of the emergency and evacuation floor plan is displayed in prominent positions near each exit of the service premises, including indoor and outdoor learning areas. All staff and educators are familiar with emergency evacuation procedures and regulatory requirements. Rehearsals for emergency and evacuation procedures, including lock downs, are conducted at least once every 3 months. Records will be kept for all rehearsals.

[Primary policy- Emergency Evacuation Policy]

### ARRIVAL AND DEPARTURE AUTHORISATION (National Principle 1 and 8)

Our Service prioritises children's safety at all times. Staff and educators will only release children to an authorised person as named on the child's enrolment form. Management will request families provide current court orders, and parenting plans to ensure our records are up to date.

National Regulations require our Service to keep a record of children and visitor's arrival and departures, with the signatures of the person responsible for verifying the accuracy of the record and the identity of the person collecting the child or young person.

Educators will work in collaboration with our *Delivery of children to and Collection from Education and Care Premises Policy*, *Safe Arrival of Children Policy* and *Student, Volunteer and Visitors Policy* to promote a culture of child safety and wellbeing in the Service.

To ensure children's safety, staff and educators have a clear understanding of their legal obligation to check identification when a person is collecting a child. To maintain compliance, parents will provide written authorisation if they authorise a person who is not on their emergency contact form to pick up their child from the ECEC Service. Educators and staff will ensure court orders are strictly adhered to and protect children from any potential harm.

**[Primary policies - Delivery of Children to, and Collection from Education and Care Premises; Safe Arrival of Children; Student, Volunteer and Visitors]**

### ONLINE SAFETY (National Principle 8)

Our Service is committed to create and maintain a safe online environment with support and collaboration with children, educators, staff, families and community. Management ensures anti-virus and internet security systems are installed to block access to unsuitable web sites, newsgroups and chat rooms.

Our Service ensures backups of important and confidential data is made regularly and either stored securely offline, or online. Software and devices are updated regularly to avoid any breach of confidential information.

Families are provided with information about our software program which is password protected and used to share observations, photos, videos, daily reports and portfolios. Passwords are not to be shared with others as per our written agreement.

Written authorisation is requested as part of the enrolment process for children to use computers/tablets; have their photo taken and published as part of promotional marketing or on the app program used by the Service. The identity of a child is not published on any platform.

Any person providing education and care and working directly with children cannot be in possession of a person electronic device that can take images or videos or personal storage and file transfer media. Only Service issued electronic devices are used and strict controls are in place to ensure the appropriate storage and retention of images and video of children as per the [National Model Code](#) and Guidelines.

Only educational software programs and apps that have appropriate content and have been

examined prior to allowing their use are used in the Service. Children are always supervised using any technology.

[Primary policies – Code of Conduct; Privacy and Confidentiality; Safe Use of Digital Technologies and Online Environments]

### STORAGE OF HAZARDOUS SUBSTANCES (National Principle 8)

We reduce the risk of harm to children and educators by using eco-friendly products. Our Service will endeavour to provide a safe environment where necessary chemical and hazardous equipment are safely stored away from children and handled appropriately.

Management, staff and educators will keep a register of hazardous chemicals used at the Service, including relevant Safety Data Sheets (SDS).

To maintain a safe environment for children, the following audits and checklists are conducted: Safe Storage of Hazardous Chemicals audit, Poison audit, Medication storage audit, Medical Management Plan audit.

[Primary policies – Safe Storage of Hazardous Chemicals, Administration of Medication]

### EQUIPMENT, FURNITURE AND MAINTENANCE RECORD (National Principle 8)

There are several factors that can contribute to a hazard, such as a deprived program, insufficient supervision and dilapidated equipment. To ensure a child safe environment free from hazards, our Service has implemented practices and continue to monitor Service policies and procedures that uphold Australian Safety Standards.

The premises and all equipment and furniture used within the Service are audited to ensure all aspects are safe, clean and in good repair. We understand that hazards are specific to developmental stages; educators are aware that toys and equipment need to be checked to ensure they are safe and developmentally appropriate for children. Regular checks occur within the Service to ensure that all toys, furniture and equipment are in good condition and working order.

These checks include:

Equipment and maintenance records used within our Service - Maintenance Register, toys register, toy cleaning register, kitchen equipment checklists and audits, services digital device register.

[Primary policy – Furniture and Equipment Safety]

### CONTINUOUS REVIEW (National Principle 9)

To ensure we maintain a culture of continuous improvement, we will ensure our child safe practices are regularly reviewed, evaluated and improved. We aim to ensure all educators, staff, students and volunteers understand and effectively implement our policies and procedures to provide a child safe environment at our Service.

We will regularly review and monitor the effectiveness of our child safe policies and procedures and invite children, staff members, families and communities to contribute to their development.

Any updates or revisions will be communicated to all stakeholders.

Our *Child Safe Environment Policy* will be reviewed on an annual basis or earlier if there are changes to legislation, ACECQA guidance or any incident related to our policy. Feedback will be requested from children, families, staff, educators and management and notification of any change to policies will be made to families within 14 days.

### CHILD SAFE STANDARDS LEGISLATION/RESOURCES

#### QUEENSLAND

The new Queensland Child Safe Standards are based on the National Principles to ensure consistency between the new Queensland scheme and schemes operating in other states. The [Child Safe Organisation Act 2024](#) sets out the schedule of implementation for organisations of the Scheme.

Early childhood education and care services are scheduled to implement the Queensland Child Safe Standards from 1 January 2026.

Queensland Family & Child Commission- [Child Safe Standards](#)  
[Child and youth risk management strategy toolkit](#)

### CHILDCARE CENTRE DESKTOP - RELATED RESOURCES

|                                             |                                |
|---------------------------------------------|--------------------------------|
| Child Safe Environment Commitment Statement | Child Safe Standards Checklist |
| Child Safe Environment Procedure            | Child Safe Risk Assessment     |

### SOURCES

Australian Children's Education & Care Quality Authority. (2023). Policy and procedure guidelines. [Providing a Child Safe Environment](#).

Australian Children's Education & Care Quality Authority. (2023). [Embedding the National Child Safe Principles](#).

Australian Children's Education & Care Quality Authority. (2025). [Guide to the National Quality Framework](#)

Australian Children's Education & Care Quality Authority. (2025). [NQF Child Safe Culture Guide](#).

Australian Children's Education & Care Quality Authority. (2024). [National Model Code for Early Childhood Education and Care](#).

Australian Children's Education & Care Quality Authority. (2024). [Taking Images and Video of Children While Providing Early Childhood Education and Care. Guidelines For The National Model Code](#)

Australian Government. Department of Skills. (2022). [Belonging, Being and Becoming: The Early Years Learning Framework for Australia.V2.0](#), 2022

Australian Human Rights Commission (2020). *Child Safe Organisations*. <https://childsafe.humanrights.gov.au/>

Education and Care Services National Law Act 2010. (Amended 2023).

[Education and Care Services National Regulations](#). (Amended 2023).

NSW Department of Education (2021). [Guide to the Child Safe Standards for early childhood education and care and outside schools hours care services](#)

United Nations Convention of Rights of the Child, (1989). (UNCRC)

Work Health and Safety Act (2011).

## REVIEW

|                    |                                                                                                                                                                                                                                                                                                                                                                                                   |                    |               |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------|
| POLICY REVIEWED BY | Beck Seager                                                                                                                                                                                                                                                                                                                                                                                       | Head of Operations |               |
| POLICY REVIEWED    | SEPTEMBER 2025                                                                                                                                                                                                                                                                                                                                                                                    | NEXT REVIEW DATE   | NOVEMBER 2026 |
| VERSION NUMBER     | 10.09.25                                                                                                                                                                                                                                                                                                                                                                                          |                    |               |
| MODIFICATIONS      | <ul style="list-style-type: none"> <li>policy reviewed out of regular calendar review due to legislation changes for child safety- National Model Code (NMC)</li> <li>added reference to new mandatory policy- <i>Safe Use of Digital Technologies and Online Environments Policy</i></li> <li>minor edits within policy</li> <li>sources checked for currency and updated as required</li> </ul> |                    |               |
| POLICY REVIEWED    | PREVIOUS MODIFICATIONS                                                                                                                                                                                                                                                                                                                                                                            | NEXT REVIEW DATE   |               |
| NOVEMBER 2024      | <ul style="list-style-type: none"> <li>annual policy maintenance</li> <li>added information re: National Model Code and Guidelines</li> <li>checking prohibition notices on NQA ITS added</li> <li>updated Child Safe Standard implementation for ACT/WA/TAS</li> <li>minor edits within policy</li> <li>sources checked for currency and updated as required</li> </ul>                          | NOVEMBER 2025      |               |

### Disclaimer

*Childcare Centre Desktop does not guarantee that the examples provided within this policy are sufficient for early childhood services' compliance with the Child Safe Standards within each state/territory. Please check your own state/territory for implementation of Child Safe Standards.*