

Safeguarding Children and Young People Governance Framework

Purpose

At CatholicCare NT (CCNT) Safeguarding Children and Young People is our highest priority, we are committed to the rights of all children and young people to feel safe and be safe when participating in our organisation's activities, services, and programs.

This framework forms part of our zero-tolerance towards abuse and neglect of children and young people. CCNT is dedicated to ensuring that a culture of safeguarding children and young people is embedded in every aspect of CCNT's governance, strategy, and operations. Accordingly, we have developed this Safeguarding Children and Young People Governance Framework to provide clear guidelines for how we will govern a strong and consistent Safeguarding culture within our organisation.

This Safeguarding Children and Young People Governance Framework is endorsed and approved by CCNT Executive.

Definitions

Safeguarding Children and Young People Governance Framework is based on the Australian Childhood Foundation (ACF) framework and provides the overarching guidance for the systems and processes that ensures CCNT staff share the responsibility for keeping Children and Young People safe.

National Child Safe Principles are based on the Royal Commission's Child Safe Standards, are endorsed by the Council of Australian Governments (COAG). They drive the implementation of a Child safe culture across multiple sectors providing services to Children and Young People.

Child Abuse is all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the Child's or Young Person's health, survival, development or dignity in the context of a relationship with a person of responsibility, trust or power.

Volunteer is a person who is neither employed by CCNT nor legally obliged to work for CCNT, but who on free will and without expectation of payment or other remuneration, contributes their time, skill, knowledge, efforts and expertise to CCNT work.

Contractor is non-employee individuals and organisations to perform services for CCNT. These non-employee individuals and organisations may also be referred to as 'independent contractors', 'consultants,' or 'vendors', and are referred to in this document as 'Contractors'.

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Partner Organisation is a partner organisation, for safeguarding children and young people purposes, is a Non-Governmental Organisation, Community-Based Organisation, for-profit enterprise, or other entity implementing a programme or activity on behalf or in collaboration with CCNT, and which has a written agreement with CCNT. The partner organisation may or may not receive funding from CCNT.

Scope

The Safeguarding Children and Young People Governance Framework applies to all CCNT personnel including Executive members, Permanent and Casual Staff, Volunteers, Students, as well as contractors and visitors to our organisation and/or events hosted by our organisation.

The CCNT Safeguarding Children and Young People Governance Framework applies to both physical and online environments.

Responsibilities:

The CCNT Safeguarding Children and Young People Governance Framework outlines the governance mechanisms that oversee the implementation and monitoring of CCNT Child Safeguarding policies and procedures.

CCNT acknowledges that Safeguarding Children and Young people is everyone’s responsibility and requires all personnel to adopt appropriate safeguarding practice and behaviour. Safeguarding children and young people policies and procedures are embedded across all CCNT operational activities, programs and services.

It is recognised that not all personnel as part of their role will have contact with children and adults who may be at risk of harm, abuse, or neglect, but our responsibilities both corporately and individually means that all personnel (including staff, volunteers, Executive members, contractors and partner agencies) must understand and be clear on their responsibilities and how to act if required to do so.

CCNT Director	<p>Promote a positive culture towards Safeguarding Children and Young People.</p> <p>Ensure adequate resources and support as determined by the Executive is made available to effectively deliver upon the Safeguarding Children Requirements.</p> <p>Ensure that reports of child abuse and/or neglect are investigated fairly, following due process in a timely manner.</p> <p>Ensure that appropriate communication and engagement strategies are implemented to engage children, young people and families in decisions that affect them.</p>
Executive Members	<p>Drive a positive Safeguarding culture and ensure that all safeguarding legislative and compliance requirements are met.</p>

	<p>Provide strategic support and guidance of Safeguarding initiatives to ensure that all members of the organisation empower Children and Young People to feel safe and be safe.</p> <p>Review and endorse key Safeguarding Policies.</p> <p>Ensure Safeguarding is embedded in business and strategic planning processes.</p> <p>Ensure that Safeguarding forms a critical function of the Executive's risk management process and that reasonable steps are taken to manage the risk of causing harm to children and young people.</p> <p>Conduct regular reviews of Safeguarding data analysis to inform continuous improvement strategies.</p>
General Manager Quality Systems	<p>Oversee and monitor the Safeguarding Children and Young People policies, procedures, and practices.</p> <p>Coordinate best practice opportunities, data, and learnings to continuously improve our organisations approach to Safeguarding Children and Young People.</p> <p>Regularly review all Safeguarding policies, procedures and practices.</p> <p>Act as one of the organisations 'go-to people' for Safeguarding Children and Young People information and resources.</p>
Clinical Governance Coordinator	<p>Provide operational Safeguarding children and Young People leadership to embed Safeguarding Policy and relevant Safeguarding Law.</p> <p>Act as one of the organisations 'go-to people' for Safeguarding Children and Young People information and resources.</p> <p>Guide staff to know who to talk to and what to do should they have a concern regarding the safety of children and young people.</p>
Line Managers and Supervisors	<p>Implement and ensure service is delivered consistently with Safeguarding Children and Young People policies and practices in their area of responsibility.</p> <p>Ensure that there are appropriate controls in place to prevent, detect and respond to incidents.</p>
Staff	<p>Commit to creating safe cultures, operations and environments for all Children and Young People.</p>

	Practice consistently to all Safeguarding Children and Young People policies and procedures. Speak up and advocate when they see something, hear something, or feel something that worries or concerns them.
Contractors, Partner Agencies, Visitors and Volunteers	Commit to adhering to the Safeguarding Children and Young People Policies and Procedures. Report any suspicion that an incident may have taken place, is taking place, or could take place.

Communication and Training

The CCNT Safeguarding Children and Young People Governance Framework forms an integral part of the CCNT Safeguarding Children and Young People commitment. The Framework will be included in the safeguarding children and young people induction for all new staff and made available via the intranet to existing staff. All staff will receive safeguarding children and young people training upon commencement of their employment with CCNT.

Existing staff will also be provided with opportunities to participate in Safeguarding ‘refresher’ training/workshops. Changes to Safeguarding Children and Young People Governance Framework and related policies will be communicated as soon as practicably possible to all staff and volunteers via the Document Control process.

Breaches of the Safeguarding Children and Young People Governance Framework:
All CCNT staff must work consistently with the Code of Conduct and all practice frameworks. If a staff member is found to be in breach of the Safeguarding Children and Young People Governance Framework appropriate action will be taken up to, and if appropriate, including summary dismissal. Any breaches of law either by CCNT staff or anyone other than CCNT staff will be reported to Australian Police and all partnership compliance regulations will be met.

Monitoring and Review

The CCNT Executive delegates the authority to monitor the Safeguarding Children and Young People Governance Framework to the General Manager Quality Systems in consultation with the Clinical Governance Coordinator. The Safeguarding Children and Young People Framework will be reviewed by the Director every three years in line with the CCNT Document Control process.

CCNT acknowledges the importance of children and young people and their families' voices and will make reasonable and appropriate efforts to provide opportunities for their voices to be included in the Safeguarding Children and Young People Governance review process.

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By order of
The Management Team of **CatholicCare NT**

Represented by:

Signed: 

Name: Jayne Lloyd

Position: Director

Date: February 2024

References

Associated Documents

This document should be read in conjunction with:

- CCNT Guidelines: Safeguarding Children and Young People Policy (ORG/SP/P030)
- CCNT Guidelines: Mandatory Reporting of Child Harm and Exploitation (ORG/SP/P007)
- CCNT Policy/Procedure: Legislative Compliance (ORG/QA/P008)
- CCNT Organisation Form: Child Protection Reporting Form (ORG/SP/F037)
- CCNT Guidelines: Code of Conduct (ORG/HR/G001)
- CCNT Guidelines: Practice Guidelines (ORG/CLG/G002)

Related Frameworks and Legislation

The CCNT framework complies with relevant Legislation and National and International documents including:

- Northern Territory, *Care and Protection of Children Act*, 2012
- Northern Territory, *Criminal Code Act*, 2008
- Australian Human Right Commission, *National Principles For Child Safe Organisations*, 2018
- Article 3 of the United Nations Convention on the Rights of the Child

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