



# **Safeguarding Children Policy**

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## **1. Purpose**

Big Fat Smile takes very seriously its moral, ethical, and legal obligations to act in the best interests of children, promote their wellbeing and to prevent, identify and respond to child injury, harm, abuse, or neglect. The Big Fat Smile Child Safe Framework articulates the strong commitment that Big Fat Smile makes to safeguard children and their wellbeing. The Framework provides a whole of organisation approach to being a Child Safe Organisation and is in alignment with





Our families are surveyed regularly, and their insights are used to inform continuous improvement and practice. This includes feedback on child safety elements.

Our staff engage with families and communities to build cultural safety and inclusion through partnerships and respectful relationships.

Parental consent is sought for relevant activities.

Teachers and educators engage with children, families and communities about their needs, circumstances and building authentic relationships

Our staff provide information, resources, and advocacy to access additional supports and services.

Big Fat Smile works with interagency partners to provide holistic child and family centred supports based on identified needs.



procedures, the Code of Conduct and mandatory reporting responsibilities including reportable conduct.

All staff have a probationary period.

Centre Directors will roster according to ratio requirements, and as an additional safeguarding practice, out of school hours care services will roster with a 2-educator model minimum to minimise staff being left 1:1 with a child.

Situational crime prevention techniques are employed such as 'natural surveillance' to further reduce the risk of harm to children. This includes factors such as window walls and landscaping considerations.

Mandatory child safe professional learning plans are in place for all positions relevant to individual role responsibilities and contact with children. Professional learning may include identifying risk of harm to children, creating









Failure to report an incident, circumstance, allegation, disclosure, or suspicion which relates to abuse or neglect of a child is viewed by Big Fat Smile as serious misconduct and as a result may lead to disciplinary action.

In NSW it is an offence to withhold without lawful excuse, refuse or wilfully fail to comply with any law requirement of the Office of the Children's Guardian.

Failure to complete mandatory child safeguarding professional learning modules, action child safe alerts or complete required Safeguarding activities will be viewed by Big Fat Smile as misconduct and may lead to disciplinary action.

In NSW it is an offence to fail to protect a child from child abuse in which an adult with the power or responsibility to act, knows there is a serious risk of a child becoming a victim of abuse, and negligently fails to reduce or remove that risk (s43b of the Crimes Act).

In NSW it is an offence to fail to report child abuse in which an adult knows, believes or reasonably ought to know that a child abuse offence has been committed against a child and, without reasonable excuse, does not report that offence to the police (s316A).

## **6. Reviewing the policy**

The Safeguarding Children Policy will be reviewed every 2 years, unless there is a change to legislation, external guidance or in response to critical incidents or





Disability Inclusion Act 1974  
Anti-discrimination Act 1977  
United Nations Conventions on the Rights of the Child  
National Principles for Child Safe Organisations  
NSW Child Safe Standards  
Education and Care National Law and Regulations 2012

## 10. Related documents

This policy must be read in conjunction with:

Australian Human Rights Commission, National Principles for Child Safe Organisations  
Office of the Children’s Guardian, Child Safe Standards and Child Safe Organisation Resources  
Office of the Children’s Guardian, Reportable Conduct Scheme fact sheets  
Safeguarding Children Procedures  
Delegations of Authority Policy  
Education and Care Services Operations Manuals  
People and Culture Policies and Procedures including:  
○ Big Fat Smile Code of Conduct and Child Safe Behaviour Standards  
○ Child Safety – Probity Checks Policy  
○ Investigation Policy, Investigation Procedure and Reportable Conduct Procedure  
○ Conflict of Interest Policy  
○ Recruitment and Employment Policy  
○ Whistleblower Policy  
ICT Information Security Policy  
Internet, Mobile Device, Email, Social Media Use Policy  
Privacy Policy.

Kim Bertino  
CEO

## 11. Version Control and Change History

Version	Effective Date	Responsible Position	Description	Next Review
Versions 1 to 9	Jul 2009 to June 2020		See archive <a href="#">Safeguarding Children Version Control Table</a> prior to July 2023	
10	10 July 2023	Head Of Safeguarding Children	U	