

Everyday our staff and volunteers are entrusted with the care of thousands of children and young people and its imperative we ensure their safety at all times.

We know that children who are safe, are free to grow up happy and healthy; and we take our role in providing a safe environment for each and every child we care for very seriously .

At YMCA NT we strive to be a great child safe organisation and we know that being great is about more than having the right policies and procedures in place. It is about having a culture of safety that extends from recruitment and induction, to training and reporting and also to working with the right organisations, such as the Australian Childhood Foundation, to ensure we're doing it right.

We have a strong commitment to keeping children and young people safe and in the best environment for their health and wellbeing.



We consider the safety and wellbeing of children and young people to be of the utmost importance.

Private Services

YMCA does not provide private services such as babysitting.

We take all reasonable steps to keep your children safe while they are at the YMCA, and we take this responsibly very seriously. However, any private arrangement is outside of our control, and we cannot ensure the safety of your children if you choose to enter into a private ar-

YMCA NT is committed to safeguarding children and young people. We have a variety of practices in place to ensure children are safe at

OUR COMMITMENT

We ask YMCA patrons to:

- Ensure your children have adequate supervision at all times when you visit a YMCA center/ service.
- Ensure that your behaviour contributes to our child safe environment.
- Tell us if you see something inappropriate.

YMCA NT will:

- Always act in accordance with our YMCA values of honesty, respect, caring and responsibility.
- Report and respond to any concern we have about the safety of children or young people.
- Ensure all YMCA staff and volunteers complete appropriate safeguarding children and young people training and understand their responsibilities to act in the best interests of children and young people.
- Ensure all YMCA personnel have completed a National Criminal History Record check and have a valid Working with Children check.

Our Safeguarding Children & Young People Framework includes:

- Safeguarding Children and Young People Policy
- Safe Behaviours Policy
- Safeguarding Reporting Policy
- Working with Children & Criminal History Check Policy
- Code of Conduct

Our Recruitment Practices

Our employees and volunteers are our most valuable asset when it comes to keeping your children safe. We require all employees and volunteers to undergo an extensive screening process prior to appointment. Successful applicants must comply with the YMCA's Safeguarding Children and Young People Framework.

Our process involves:

- A thorough recruitment screening, requiring:
 - * A minimum of two reference checks
 - * A Criminal History Check
 - * A Working with Children Check
- Thorough induction and training process.
- Accredited ACF child protection training program

