

SAFEGUARDING CHILDREN AND YOUNG PEOPLE AT THE Y QUEENSLAND

The safety and well-being of children and young people is our highest priority at the Y.

The more we discuss Safeguarding, the more we support the development of a Safeguarding Culture, community awareness of Safeguarding and full and timely responses to any concerns regarding the Safeguarding of children and young people.

Safe Environment

At the Y, we employ suitably qualified staff to supervise, care for, and educate children and young people across all of our programs and services. We strive always, to act in the best interests of children and young people who are entrusted to our care and take all reasonable steps to ensure their safety.

Above all, we are committed to providing an environment where everyone is protected from any form of abuse and harm or inappropriate behaviour. At the Y we believe in the power of inspired children and young people. For children and young people to be inspired, we know they need to feel safe and be safe.



Message From Our CEO

Damian Foley

At the Y Queensland, our mission is to provide opportunities for all people to grow in mind, body, and spirit, in a safe environment. The Y Queensland is committed to the safety and well-being of all children and young people accessing its programs and services.

The Y Queensland supports the rights of the child and will deliver a child safe environment at all times. The Y Queensland also supports the rights and wellbeing of our Y People and encourages their active participation in building and maintaining a safe environment for children and young people.

Y People must maintain the highest standards of professional conduct in their behaviour towards children, young people, and their families.

Y Queensland has developed strong processes and procedures to help keep children and young people safe. We have clear policies, stringent employment procedures including Working with Children Checks, as well as regular staff training.

All staff complete a Safeguarding induction, are trained in our National Safe Behaviours, and must abide by the Safeguarding Code of Conduct and complete an annual refresher on Safeguarding.

Y Queensland partners with the Australian Childhood Foundation (ACF) as an Assurance agency in supporting our practice and policies on Safeguarding.



the Y Queensland

107 Brunswick Street, Fortitude Valley QLD 4006

p: (07) 3253 1700 | e: brisbane@ymcaqueensland.org.au

Safeguarding Board Sponsor



Leanne Geppert
Safeguarding Board
Sponsor

Dr. Leanne Geppert serves as our Safeguarding Board Sponsor at Y Queensland, bringing over 25 years of leadership in health and human services. Dr Geppert is the CEO for Victoria's first dedicated public youth mental health service, The Parkville Youth Mental Health and Wellbeing Service. As a Clinical Psychologist Leanne's passion for working with and improving systems of health care for children and young people has been the foundation of her career.

Leanne's extensive career includes roles such as Deputy Commissioner for the Queensland Family and Child Commission and Executive Director for the Queensland Mental Health Commission. Her expertise in governance, stakeholder management, and organisational transformation drives our commitment to safeguarding and enhancing mental health services at Y Queensland.

Recruitment Practices

We require staff and volunteers to undergo an extensive screening process prior to appointment. Successful applicants must:

- Maintain a current Working with Children Check.
- Complete a face-to-face interview that includes Safeguarding questions
- Pass two reference checks
- Complete the Y's Feel Safe, Be Safe Annual Safeguarding Training, along with induction training on the Y's Safeguarding Policy and Procedures, including agreement to the Y Qld's Safeguarding Code of Conduct.

If you, or someone you know, would benefit from further information, the following external organisations may be able to help:

- Family and Child Connect 13 32 64
- Department of Child Safety: 1800 811 810
- Family Violence & Sexual Assault: 1800 737 732
- Lifeline: 13 11 14
- Kids Help Line: 1800 551 800



**At the Y we
respect the
rights of
children and
young people**



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Safeguarding Framework

The YMCA has a culture of awareness and vigilance supported by:

- At the heart of our Safeguarding Framework, is our Safeguarding Vision to 'feel safe, be safe.'
- Our Safeguarding Vision stands on three Pillars: Culture, Operations, and Environment.
- Clearly documented Safeguarding policies and procedures.
- Incident reporting, incident management, and a culture of continuous improvement.
- A focus on staff and volunteers documenting any concerns they may have.
- A culture of "if you see something, hear something, or feel something... tell someone".

**If you see something,
hear something or feel
something... tell someone.**



See



Hear



Feel

Something



Tell Someone

The Safeguarding Team



Pictured left to right: Graham Walker - Safeguarding Advisor, Damian Foley - CEO, Kirsty Kranz - Safeguarding Manager and Shane Stevenson - Executive Lead Risk and Compliance.

The Safeguarding team at the Y Queensland is comprised of Kirsty Kranz and Graham Walker.

We encourage everyone to speak up with any feedback, concerns, and/or reports of suspected child abuse, harm, or inappropriate behaviour toward children and young people. We are committed to our obligations to ensure the safety of all children and young people in the Y.

All staff are trained in reporting Safeguarding concerns and are obligated to escalate these to the relevant authorities. If there are concerns about the safety of a child, young person, or vulnerable adult within our programs or facilities please report it to the Manager on duty and/or call Safeguarding via phone: 3253 1700 or email: SafeGuarding@ymcaqueensland.org.au. If you believe a child or young person is in immediate danger or is in a life-threatening situation, contact Emergency Services immediately by dialling 000.

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