
Statement

Fighting Chance has zero tolerance for violence, abuse, neglect, exploitation and harm. Everyone has the right to feel safe and protected, regardless of their disability, race, gender, age, sexual orientation, religion, political beliefs or other opinions.

We are committed to protecting the safety and wellbeing of every participant who receives our supports and services.

Children and young people have the right to grow and develop free from harm. Keeping them safe is a shared responsibility, and all Fighting Chance workers and stakeholders must take steps to prevent harm, respond to concerns and act when a child or young person may be at risk.

Children with disability have the same rights as all other children. We will consider each child's best interests, views and individual needs when providing supports.

Some adult participants may also require additional safeguards. Where appropriate, child safe principles may help guide these protections while respecting the person's rights, choices and independence.

Our approach is informed by the United Nations Convention on the Rights of the Child and the National Principles for Child Safe Organisations.

Objective

The purpose of this Policy is to demonstrate Fighting Chance's commitment to protect children from harm and abuse through the continued implementation of contemporary child safe practices and ongoing evaluation, pursuant to relevant legislation and guidelines.

Scope

Applies to all workers involved with Fighting Chance, including permanent, fixed-term and casual employees, contractors, agency (labour-hire) staff, volunteers and Board Members.

Rights and Principles

This Policy must be read and applied in line with the Fighting Chance Charter of Rights.

Fighting Chance respects and upholds the rights of people with disability, including their right to dignity, safety, equality, privacy, choice, control, independence and full participation in the community.

Definitions

Child: every person below the age of eighteen years.

Child Protection: within the scope of this policy is defined as the responsibilities, measures and activities that Fighting Chance undertakes to safeguard children from both intentional and unintentional harm.

CPO: Child Protection Officer (Primary: Head of Q&CI, Deputy: Q&CI Coordinator)

Child Abuse: Child Abuse is defined as all forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that results in actual or potential harm to a child. Child abuse may be a deliberate act or it may be failing to act to prevent harm. Child abuse consists of anything which individuals, institutions or processes do or fail to do, intentionally or unintentionally which harms a child or damages their prospect of safe and healthy development into adulthood.

Worker: any permanent, fixed-term and casual employees, contractors, agency (labour-hire) staff, volunteers and Board Members.

1.0 Child Safe Practices and Standards

We will ensure that:

- We promote a safe environment for children who receive services from Fighting Chance, treating them with respect and protecting them from harm at all times
- We are committed to providing a culturally safe environment where Aboriginal and Torres Strait Islander children and young people feel safe, respected, connected to culture, and supported to express their identity.
- Children and young people will be provided with age-appropriate information about their rights, how to raise concerns, and supported to identify trusted people they can speak to if they feel unsafe.
- A Child Protection Officer (CPO) is appointed to act as champion for child safe practices within the organisation, and to lead the management and reporting of any disclosures of child abuse or neglect.
- We have a clear reporting framework in place and all stakeholders are aware of how to make a report, and who they can go to for further information and advice. Reports will:
 - Be easy to make for anyone
 - Be responded to in a timely and fair manner
 - Be recorded appropriately
 - Be forwarded to relevant authorities where necessary
 - Provide support for any children who report or are suspected of being exposed to concerning conduct.

-
- All decisions regarding the welfare and protection of children are made based on the best interests of the child, and that the emphasis is on the child receiving the service being safe.
 - The needs and rights of the child will be prioritised over the rights of the parents in child protection matters
 - We use child safe recruitment practices including mandatory screening checks for adults who work for us
 - Ensure that staff are trained and aware of their obligations when it comes to reporting concerning conduct and providing support to children and their families
 - We keep the personal information of children private and confidential, and always seek consent to share information if required
 - Any fundraising activities involving children comply with relevant legislation
 - Any research project we conduct (either directly or in partnership with other bodies) that is likely to involve contact or working with children has policies, protocols and appropriate ethics approval that specifically address their protection
 - Ensure that this Policy will apply to, and be brought to the attention of, people contracted by Fighting Chance as consultants or to provide specific services where the consultancy or service involves contact or work with children. This will be done through attaching this document to the contract in such a way that it forms part of their terms and conditions
 - Ensure that this Policy will apply to, and be brought to the attention of any volunteers engaged with Fighting Chance, in a way such that it forms part of their Volunteer Agreement
 - The Child Safe Policy is available on the Fighting Chance website www.fightingchance.org.au
 - The Child Safe Policy is now available in enterprise welcome handbooks, issued after February 2025.

2.0 Roles and Responsibilities

Child Protection Officer

Fighting Chance will at all times have an appointed Child Protection Officer, whose responsibilities will be:

- act as champion for child safe practices within the organisation, including annual review of policies and practices
- lead the management and reporting of any disclosures of child abuse or neglect, internally and externally
- ensure the Executive Leadership Team is kept up to date on legislative requirements and regulations, and best practice relating to child safety and protection

-
- working with the Fighting Chance Learning and Development Lead to coordinate childsafe training for relevant staff.

Refer: PRO-SER-030 Child Safe Procedure

Board Members

Are responsible for:

- promoting a child safe culture across Fighting Chance;
- ensuring child safety is embedded in governance, risk management and organisational decision-making;
- ensuring appropriate policies, procedures and reporting systems are in place to protect children and young people from harm;
- monitoring child safety risks and compliance through organisational reporting; and
- supporting continuous improvement of child safe practices.

Executive Leadership Team and management personnel

Are responsible for:

- implementing this Policy and supporting procedures within their areas of responsibility;
- ensuring workers understand and comply with their child safety obligations;
- ensuring child safety risks are identified, assessed and managed;
- ensuring workers complete required child safety training and screening checks;
- responding promptly to child safety concerns, incidents, disclosures or allegations;
- escalating matters to the Child Protection Officer and relevant authorities where required; and
- supporting children, families and workers involved in child safety matters.

Workers

Workers are responsible for:

- complying with this Policy, the Child Safe Procedure and the Child Safety Code of Conduct;
- treating children and young people with respect, dignity and fairness;
- maintaining professional boundaries at all times;
- completing required child safety training and screening checks;
- identifying, reporting and escalating child safety concerns immediately;
- supporting children and young people to raise concerns in a safe and accessible way; and
- protecting the privacy and confidentiality of children and young people.

Contractors and Volunteers

Contractors, agency staff and volunteers are responsible for:

- complying with this Policy, the Child Safe Procedure and any relevant contractual or volunteer agreement requirements;
- holding required screening checks before working with or around children and young people;
- acting consistently with Fighting Chance's child safe standards and Code of Conduct;
- reporting any child safety concern, disclosure, allegation or incident immediately;
- only undertaking duties they are authorised and appropriately trained to perform; and

maintaining professional boundaries with children and young people.

3.0 Children in Fighting Chance Services

Fighting Chance predominantly provides services to adults, however there are instances where children join our services. These include:

- **Plus Clinical** services – open to ages 9 years and above
- **Avenue, Jigsaw and Plus day programs** – open to ages 15 years and above, including work experience or work placement as a participant
- **Student volunteering** (open to 15 years and over) - work experience or work placement as an employee, or volunteer fundraising on our behalf.

We also acknowledge that regardless of age, there are many participants in our services with child-like vulnerabilities, for whom child safe practices will provide additional safeguarding protections.

Local Managers will have oversight and final approval of children enrolling in our services, and carry duties such as:

- monitoring child safety risks
- ensuring staff compliance
- responding to incidents
- supporting reporting.

Refer: PRO-SER-030 Child Safe Procedure

4.0 Worker Screening

Fighting Chance implements child safe recruitment practices including Working With Children Checks, NDIS Worker Checks, identity verification, and reference checks.

4.1 Identity and Reference Checks

Fighting Chance undertakes employment checks to verify identity and ensure workers are competent to undertake their position and do not pose a risk to the health and safety of any participants, including children. Records of these pre-employment checks will be retained in the worker's Employment Hero profile.

4.2 Working With Children Check (WWCC)

As Fighting Chance Participants can be under the age of eighteen, all workers (with the exception of Jigsaw Paid Trainees) are required to hold a valid Working with Children Check (WWCC) throughout their employment as part of our commitment to creating a safe, respectful, and empowering environment for the people we support – including children, young people, and adults with disability.

4.3 NDIS Worker Check (NDISWC)

The NDIS Worker Screening Check (NDISWC) determines whether a person is cleared or excluded from working in certain roles with people with disability. All Fighting Chance workers (including Paid Trainees) are required to hold a valid NDISWC throughout their employment.

Refer: POL-HR-001 Worker Screening and Certification Policy.

Refer: PRO-HR-008 Worker Screening Procedure.

4.4 Recruitment processes

All Fighting Chance position descriptions include a commitment to child safety and expected standards of behaviour. Recruitment processes assess a candidate's suitability to work safely with children (if applicable to their role) and vulnerable participants.

Interviews use a panel approach and may include questions about values, professional boundaries, and safeguarding. Fighting Chance also completes identity, referee, and required worker screening checks before employment commences.

Refer: [POL-HR-001 Worker Screening and Certification Policy](#).

Refer: [PRO-HR-008 Worker Screening Procedure](#).

Refer: [POL-HR-016 Recruitment Policy](#)

5.0 Images and stories containing children

All staff, volunteers and contractors engaged in making or using photos or case studies in any communications or media must comply with this Child Safe Policy in order to ensure that:

- photos and stories of children do not infringe their dignity or personal rights;
- photos and stories are not accompanied by detailed information which could enable the children to be fully identified or easily located;

- permission is obtained from the child's parent or guardian (where possible) before taking and (always) before using a child's image in marketing or communications promotional materials. If media consent is not already provided, it must be sought, and provided to the Head of Marketing and Communications and updated on the participant's record on the Client Management System.

Refer: [POL-OPS-002 Privacy, Dignity and Confidentiality Policy](#).

Refer: [PRO-SER-001 Decision Making and Consent Procedure](#).

6.0 Standards of Behaviour When Working with Participants

All workers must comply with the Code of Conduct at all times. The purpose of the Code of Conduct is to provide an overview of the minimum standards of behaviour and conduct expected of all workers. This Policy sits alongside individual employment contracts, Policies, Procedures and legislation that governs the workplace.

Any behaviour that breaches the Code may result in disciplinary action and, where appropriate, reporting to relevant authorities.

Refer: [POL-HR-004 Professional Standards and Code of Conduct Policy](#)

6.0 Mandatory Reporting

All Fighting Chance workers must immediately report any reasonable suspicion that a child is at risk of harm to the Child Protection Officer and the relevant state authority where required by law.

7.0 State based authorities

Child safety is governed by State based authorities, as follows:

State	Where to find out more information	Mandatory Reporter
NSW	Department of Communities and Justice https://reporter.childstory.nsw.gov.au/s/	Yes
VIC	Department of Families, Fairness and Housing https://services.dffh.vic.gov.au/reporting-child-abuse	Yes
QLD	Queensland Family & Child Commission	Yes

	https://www.qfcc.qld.gov.au/childsafereportable-conduct-scheme	
SA	Department for Child Protection https://www.childprotection.sa.gov.au/report-suspected-harm	No
ACT	Child Protection and Youth Justice https://www.act.gov.au/community/child-protection-and-youth-justice/report-risk-of-significant-harm-to-a-child	Yes

8.0 Training

In Queensland, all staff working at a service must complete Child Safety Training if the service supports a participant under the age of 18.

In NSW, ACT, VIC and SA, Child Safety Training is required for the leadership team only (middle management and above).

The training is automatically reassigned every 12 months to ensure ongoing compliance.

9.0 Exceptions

None. Failing to observe this policy and any supporting policies, procedures or codes of conduct may lead to disciplinary action and/or reporting the matter to relevant State-based authorities or the NDIA.

10.0 Related Documents

- [POL-SER-004 Charter of Rights](#)
- [PRO-SER-030 Child Safety Procedure](#)
- [POL-SER-001 Violence, Abuse, Harm, Neglect or Exploitation](#)
- [PRO-SER-011 Responding to Violence, Abuse, Harm, Neglect or Exploitation](#)
- [POL-SER-002 Incident Management Policy](#)
- [PRO-SER-004 Incident Management Procedure](#)
- [POL-OPS-003 Complaint and Feedback Policy](#)
- [POL-HR-004 Professional Standards and Code of Conduct Policy](#)
- [POL-OPS-003 Privacy and Confidentiality Policy](#)
- [POL-GOV-001 Whistleblower Policy](#)
- [POL-HR-001 Worker Screening and Certifications Policy](#)
- [POL-HR-016 Recruitment Policy](#)
- [PRO-HR-008 Worker Screening Procedure](#)
- [POL-MAR-001 Social Media Usage Policy](#)

- [PRO-MAR-001 Social Media Usage Procedure](#)
- [NDIS Code of Conduct](#)
- [United Nations Convention of the Rights of the Child](#)
- [National Principles for Child Safe Organisations](#)
- [Disability Inclusion Act 2014](#)

11.0 Monitor & Review

This Policy will be reviewed annually in accordance with Fighting Chance's quality assurance and continuous improvement process. The Reviewer will report on the outcome of the review and make recommendations for amendment, alteration or substitution if considered necessary.

Document Version Control

Date	Summary of Amendments	Author	Approver
30/08/2022		General Manager, Shared Service	
20/02/2025	The Child Safe Policy has undergone its annual review. A Child Safe Policy statement has been added to the Fighting Chance welcome handbooks, and the full policy is now available on the external Fighting Chance website.	Enterprise Heads, Q&CI	CEO
August 2026	Annual review of policy: • Added statement of commitment to child safety • Added responsibilities of the board, executive leadership team, management, workers, contractors and volunteers • Removed Support Coordination • Provided clarity of minimum ages across enterprises • New mandatory reporting section • New training requirements section • Expanded the worker screening section • Clarified responsibilities of Managers • Updated mandatory reporting for QLD.	Head of Q&CI, Base GM, Senior Marketing Manager	CEO