

## 5.5 Safeguarding Statement for Young People

### The rights of Young People at the Monash City Council

Monash Council values all children and young people. We are committed to being a child safe organization and have zero tolerance to child abuse.

Monash City Council (MCC) employees believe that young people who participate in our activities, events and programs or, our services:

- Should feel comfortable;
- Should be safe;
- Should feel safe;
- Have the right to contact their parents or trusted adult if they feel unsafe, uncomfortable or distressed at any time during an activity, event, program or service;
- Should expect that the activities, events, programs or services that we provide are suitable for young people's age and development, and are led by appropriately qualified staff;
- Will be provided with clear directions and given an opportunity to redirect behavior in a positive manner if staff believe that program rules have been broken or the young person has misbehaved;
- Should NOT be subject to disciplinary action involving physical punishment, or any form of treatment that could reasonably be considered degrading, cruel, frightening or humiliating; and
- Should contribute suggestions and feedback on an activity, event, program or service in which they have participated.

### The responsibility of Monash City Council Employees

MCC employees have policies in place that aim to make sure young people are protected from harm and that our activities, events, programs and services are enjoyable and worthwhile for all participants. The Safeguarding Children and Young People Practice and Behaviour Guidelines policy includes the following:

- MCC employees do their best to make sure that young people are protected from harm;
- MCC employees will wear appropriate name badge identification when on duty;
- MCC employees will supervise program participants effectively;
- Parent/guardian permission must be given in writing before we can:
  1. Take a young person on an excursion;
  2. Arrange overnight stays or camps; and/or
  3. Provide transport to another location
  4. Take photos
  5. Publish photos taken of the young person/s
- We make sure that the employee to young people ratios are maintained. (Please check with us if you are unsure what is meant by ratios);
- MCC employees will not be alone with a young person where they cannot be observed by other MCC employees;
- MCC employees are not allowed to exceed their position description details. This means that they cannot be employed for babysitting or to visit young people at their home. They are not allowed to friend young people (under 18) on their personal Facebook page, text young people using their personal mobile number, take photos of young people for Council Instagram /Facebook / YouTube without consent from the young person and a parent/ guardian (if under 18).
- MCC employees are required to maintain clear professional boundaries with all young people who access Council services.
- MCC employees must use guidance strategies that are fair, respectful and appropriate to participants age and background; and
- MCC employees are required to report and respond to any incidents of abuse or neglect towards children or young people who participate in our activities, events or programs.

Approval Date: 27/12/2017

Review Date: 27/12/2019

Revision Date: 17/06/2019

Version 2.0