

CHILD SAFETY POLICY

Overview

The purpose of this policy is to establish Scape's commitment to the safety and wellbeing of all children who are under the age of eighteen and who interact with or are involved in Scape's business practices. Scape recognises that any abuse, disrespect, exploitation, neglect, and/or harm suffered by a child can have devastating short and long-term effects on the victim, their family, and loved ones. Scape also believes in the importance of empowering children to pursue fulfilling and vibrant lives by providing safe, supportive, and inclusive environments in which children can thrive. Scape acknowledges the pivotal role it plays in this regard as a provider of accommodation to children and young people.

Scape has a zero-tolerance stance towards the abuse, disrespect, exploitation, neglect, and/or harm of any child and expects that all of its team members and other parties who work with Scape will comply with this high standard.

Scope

This policy applies to all persons working for or on behalf of Scape in any capacity, including team members at all levels, directors, officers, temporary and casual workers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

Responsibilities

In safeguarding the safety and wellbeing of children, Scape adheres to the following measures:

- Taking all reasonable steps to protect children from abuse, disrespect, exploitation, neglect, and/or harm
- Complying with all relevant Federal and State legislative requirements relating to child safety and wellbeing
- Observing and maintaining professional boundaries with children
- Creating an environment where children can safely and openly express their views and raise concerns, complaints, or issues
- Promptly investigating, reporting, and appropriately acting on any complaints, allegations, risks, or concerns regarding child safety or any breaches of this policy
- Maintaining and respecting the privacy of children by collecting and handling their personal information in accordance with relevant Federal and State privacy legislation and Scape's Privacy Policy
- Being welcoming and inclusive to all children
- Treating all children with respect and kindness
- If Scape ever engages children in its workforce, ensuring they are appropriately supported and that such engagement complies with relevant Federal and State legislative requirements
- Listening and valuing the ideas and opinions of children, and actively encouraging them to express their ideas and opinions
- Encouraging inclusion and diversity, including by promoting the cultural safety, participation, and empowerment of Aboriginal and Torres Strait Islander children
- If appropriate, preparing and adhering to child-safe action plans regarding any works or activities being conducted with children

Prohibited conduct

In adhering to Scape's zero-tolerance stance towards child abuse, Scape prohibits any inappropriate interactions with, or conduct towards, children across its business practices, including (but not limited to):

- Engaging in any unnecessary physical contact with children or actions of a personal nature that children can do for themselves, such as toileting or changing clothes
- Engaging in any interactions with children that are illegal
- Trivialising child safety and wellbeing
- Not treating children with respect, sensitivity, and care
- Engaging in or tolerating any discriminatory conduct towards children
- Developing inappropriate relationships with children
- Ignoring or disregarding any concerns, suspicions, or disclosures relating to any form of child abuse or harm
- Having unauthorised contact with children (including online, via social media, or by phone)
- Exchanging personal contact details with children (except where required in the provision of Scape's pastoral care services)
- Using inappropriate language in the presence of children
- Communicating with children in a hurtful manner
- Photographing or filming children without the consent of the relevant parent/guardian

Documents associated with this policy

Scape's approach towards child safety and wellbeing is further supported by other Scape policies and procedures, including:

- Scape's Code of Conduct, which sets out the conduct that Scape expects of its team members
- Scape's Whistleblowing Policy, which allows Scape team members to raise any concerns that they may have about any individuals or organisations that Scape interacts with, whether they be clients, suppliers, or others
- Scape's Modern Slavery Statement, which sets out Scape's zero-tolerance approach to slavery or human trafficking or abusive or unfair treatment in any part of its business, or in any of its supply chains

This policy should be read in conjunction with the Code of Conduct, the Whistleblowing Policy, and the Modern Slavery Statement.

Compliance with this policy

All Scape team members must ensure that they read, understand, and comply with this policy. The prevention of child abuse in any part of Scape's business is the responsibility of all those working for or on behalf of Scape. Scape team members are required to avoid any activity that might lead to a breach of this policy.

If any Scape team member believes or suspects a breach of this policy has occurred or that it may occur, they must notify their manager or report it in accordance with Scape's Whistleblowing Policy as soon as possible.