

## Our Beliefs

Every child and young person, irrespective of their gender, race, religious beliefs, age, disability, sexual orientation, or family and social background, deserves the right to experience safety and freedom from any form of harm or abuse.

Inspiring Brighter Future's purpose is to mentor, support and inspire people in our local communities to move their lives onwards and upwards.

IBFF is committed to ensure everyone involved with it respects the fundamental rights of children, young people and adults. This is to be achieved through the development of respectful relationships and a commitment to safety, embracing appropriate boundaries, behaviours, and practices, in accordance with its Code of Conduct and adherence to legislative imperatives.

## Our Purpose

Mentor, support & inspire people in our local communities to move their lives Onwards and Upwards.

## Our Values

Everything we do at Inspiring Brighter Futures is based on our core values. We work closely with our participants to identify their values, then encourage them to live by them.



**Respect**



**Belonging**



**Truth**



**Hope**



**Community**



**Compassion**



**Acceptance**



**Love**

## Our Commitment



### CULTURE

Though the implementation of safe practices and governance we will build a culture around our values of love, hope, trust, acceptance, compassion, belonging, and community that respects and protects the rights of every person in our care.



### PEOPLE

The people that are the face of IBFF will be supported and trained to respect each person and value their story, their vision and their goals to move their lives onwards and upwards.



### PLACES

Wherever our programs allow us to work we will create a place that looks, feels and provides safety for every person.

### **How we will ensure that our safeguarding practices are inclusive of all children, young people and adults**

*IBFF is dedicated to safeguarding and enhancing the safety and wellbeing of every child and young individual under our mentorship programs. We are committed to this by cultivating a culturally secure environment that ensures children, young people and adults feel both safe and welcomed. We achieve this by:*

1. IBFF unequivocally declares its unwavering commitment to prioritising and safeguarding the wellbeing of children and adults.

We affirm our dedication to protecting the rights of every person associated with our organisation, ensuring freedom from the risk of harm, abuse, and neglect.

2. IBFF embraces the principle that participants should be informed about their rights, participate in decisions affecting them, and be taken seriously.

Through adherence to these guidelines, IBFF aims to empower participants, creating an environment where they are not only aware of their rights but are active participants in decisions that impact their lives. This commitment reflects our dedication to fostering a culture of trust, respect, and safety for all members of our community.

3. IBFF actively engages with communities in promoting child safety and wellbeing. It does so through the following means:

- Open Communication and Engagement
- Collaborative Policy Development
- Informing about Operations and Governance

4. IBFF is a welcoming organisation ensures comfort for all people, delivering services in a culturally responsive manner.

By recognising the diverse circumstances of all people, IBFF can implement a individualised approach, empowering effective participation and building a culture that embraces individual strengths and characteristics, irrespective of abilities, sex, gender, or socio-cultural background.

This can be achieved through:

- Culturally Safe and Accessible Support
- Inclusive Attention to Specific Needs

5. It is vital to ensure that the individuals working with children reflect the safeguarding, child safety and wellbeing values specifically expressed by IBFF. IBFF places a strong emphasis on child safety and wellbeing values during recruitment, the organisation ensures that individuals selected align with these principles from the outset. This proactive approach sets for a workforce that inherently reflects and prioritises child safety.

- Child centred Recruitment Emphasis
- Comprehensive Background Checks
- Inclusive Induction and Ongoing Training, Supervision and Review

6. Within IBFF, processes to respond to complaints and concerns must be child focused. IBFF believes by making the complaint handling process accessible and person centred, the foundation ensures that all people can easily voice their concerns.

- Accessible and person centred Complaint Handling
- Culturally Safe and Understandable Complaint Processes
- Serious and Thorough Response to Complaints

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7. At IBFF education and training for staff and volunteers in ongoing. Enhancing their knowledge and skills through a range of mediums will foster awareness, insights, and a contemporary understanding of child development, safety, and wellbeing.
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8. Child-safe organisations such as IBFF, must ensure that physical and online environments promote safety and wellbeing while minimising the opportunity for any person to be harmed.
- Holistic Risk Identification and Mitigation
  - Integrated Risk Management Planning
  - Safety in Third-Party Contracts
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9. Child-safe organisations such as IBFF, continually enhance the delivery of child-safe services and operations. This involves ongoing reviews to confirm the implementation of organisational policies, procedures, and record-keeping practices by staff and volunteers and processes that include participants and families.
- Continuous Review and Evaluation
  - Analysing Incidents for Continuous Improvement
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10. It is important for organisations to have a well-documented safeguarding and wellbeing policy. IBFF ensures that all stakeholders, including staff, volunteers and participants, are informed about the organisation's commitment and planned actions to fulfill obligations in creating a secure environment for children.
- Comprehensive Coverage of National Child Safe Principles
  - Clarity and Accessibility of Documentation
  - Informed Development through Best Practices and Stakeholder Consultation
  - Leadership Championing and Modelling Compliance
  - Understanding and Implementation by Staff and Volunteers
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### Our Key Action Areas

Risk Management

Open Communication

Education, Training and Awareness

Good Governance

### Our Key Action Areas...in action

By addressing risk, promoting open communication, providing education and training, and ensuring good governance practices, IBFF created a comprehensive framework for safeguarding children and vulnerable people. This approach involves a commitment to continuous improvement and a vigilant stance toward protecting the wellbeing of people in all aspects of their lives.

Using an inquiry process, IBFF will use the following 4 key actions to ensure the management of its safeguarding practices.

**1. Risk Management:**

- Identify potential risks to persons safety and wellbeing within environments.
- Implement preventive measures and safety protocols to mitigate identified risks.
- Regularly assess and update risk management strategies to adapt to changing circumstances.

**2. Open Communication:**

- Foster a culture of open and transparent communication between children, parents, clients, and IBFF staff and volunteers.
- Establish accessible channels for reporting concerns or incidents without fear of reprisal.
- Encourage regular discussions about safeguarding, rights, and wellbeing to ensure everyone is informed

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### 3. **Education, Training, and Awareness:**

- Provide training for staff, volunteers, clients and parents on child safeguarding policies and procedures.
- Offer opportunity within programs for children to empower themselves with knowledge about their personal safety.
- Raise awareness within IBFF about the importance of safeguarding and reporting mechanisms.

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### 4. **Good Governance:**

- Develop and enforce clear safeguarding policies that align with state and national legal requirements and best practices.
  - Establish procedures for reporting and responding to suspected cases of abuse or neglect.
  - Regularly review and update governance policies to ensure they remain current and effective for safeguarding children.
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## **Our Expected Outcomes**

### **Outcome 1**

All children and adults engaging with IBFF programs will experience a secure, supportive, and nurturing environment. This environment will foster trust, encourage positive relationships, and provide a foundation for the holistic development of children, young people and adults under the IBFF's care. This will occur because people will be empowered to thrive, learn, and grow in a safe and supportive mentoring environment.

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### **Outcome 2**

All staff and volunteers are equipped with the knowledge, skills, and awareness to keep them safe through ongoing education and training. This commitment ensures that those responsible for facilitating and mentoring are well-prepared to understand and respond to the unique needs, challenges, and safety concerns of all participants.

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### **Outcome 3**

Good governance will reduce risk and provide transparent and well-conducted processes that contribute to building trust among stakeholders, including children, parents, staff, and the broader community.

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### **Outcome 4**

IBFF will use data to identify areas for improvement in their safeguarding processes. This continuous improvement loop contributes to the ongoing enhancement of policies, training, and prevention strategies.

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