# Safeguarding Compliance Model

Inspiring Brighter Futures Foundation

## How will we achieve it?

By embedding our Compliance Framework at the core of our purpose, Inspiring Brighter Futures (IBFF) will continue to grow the foundation's culture, increasing understanding around the:

- awareness of our responsibilities
- safeguarding of children, young people and adults in our care
- creation of safe learning environments through our programs.

| Compliance Model Elements | Actions |
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| **PEOPLE** Recruitment & Training | • Strategic recruitment practices, ensure that individuals entering IBFF are selected based on their understanding and commitment to organisational responsibilities. By emphasising the importance of compliance to national, state and organisational policies, during the recruitment process, the foundation sets the tone for a culture where new members are already attuned to their roles and obligations, thereby enhancing overall awareness.<br>• Screening new employees/mentors for their commitment to safety protocols and compliance standards, IBFF ensures that the new members contribute to a culture where the creation of safe learning spaces is a shared priority from the outset.<br>• Through targeted training programs, employees, mentors and stakeholders can gain a comprehensive understanding of their roles and responsibilities within the Compliance Framework.<br>• Implementing specific training modules on safeguarding ensures that employees, mentors and stakeholders are equipped with the knowledge and skills necessary to identify, prevent, and respond to situations involving the welfare of children, young people and adults. Training will include required legal obligations, policies, best practices, and reporting procedures, thereby creating a vigilant and protective environment for children, young people and adults under the foundation's care.<br>• Training initiatives focused on creating safe learning environments contribute to the overall wellbeing of program participants. By educating staff on code of conduct, safeguarding policy, incident response/reporting, and risk management, the foundation can enhance the quality of its programs.<br>This training not only ensures compliance with safeguarding standards but also in stills confidence in participants and their families, reinforcing the foundation's commitment to providing secure learning spaces for those engaged in its programs. |
| **RISK** Identification & Management | • By actively engaging in risk identification and management, IBFF can proactively assess potential challenges and compliance risks associated with its operations. This process raises awareness among staff and stakeholders about potential pitfalls and ensures that they are equipped to understand, anticipate, and fulfill their responsibilities within the Compliance Framework.<br>• A robust risk identification and management system allows IBFF to pinpoint potential risks related to the safeguarding of children, young people and adults. By managing risks associated with safeguarding, IBFF demonstrates a commitment to the highest standards of care and safety, instilling confidence in stakeholders regarding the foundation's safeguarding practices.<br>• The element of risk identification and management is pivotal in creating safe learning environments. By systematically identifying, controlling and mitigating risks associated with mentors, program delivery, facility safety, and other operational aspects, IBFF can ensure that its learning environments are secure, contributing to the overall wellbeing and positive experience of its program participants. |

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| Compliance Model Elements | Actions |
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| **GOVERNANCE** <br> Policies & Procedures | • Establishing clear governance policies and procedures provides a structured framework for delineating roles, responsibilities, and ethical standards within IBFF. This clarity enhances awareness among staff and stakeholders regarding their respective responsibilities, fostering a culture of accountability and adherence to the foundation's purpose. <br><br> • Governance policies and procedures specific to safeguarding set the foundation for a comprehensive approach to ensuring the welfare of children, young people and adults. Clearly articulated guidelines on interactions, reporting mechanisms, and ethical considerations contribute to a heightened understanding of safeguarding responsibilities among staff. This, in turn, reinforces a culture of vigilance and commitment to protecting the wellbeing of children under IBFF's care. <br><br> • Governance policies and procedures related to program delivery, facility safety, and risk management are essential for creating safe learning environments. These policies guide the development and implementation of standardised safety protocols, ensuring that programs adhere to compliance standards. By embedding these governance measures, IBFF establishes a culture of safety consciousness and continuous improvement, reinforcing its commitment to providing secure learning spaces. |
| **COMMUNICATION** <br> Sharing & Reporting | • Effective communication channels ensure that information regarding responsibilities within the Compliance Framework is disseminated transparently. Regular sharing of updates, guidelines, and compliance-related information fosters awareness among staff and stakeholders. Open communication channels enable a continuous exchange of information, contributing to a culture of shared responsibility and understanding of individual roles. <br><br> • Timely and transparent reporting mechanisms are critical for child safeguarding. The element of communication facilitates the efficient sharing of information related to any concerns or incidents involving the welfare of children. Clear reporting procedures contribute to a culture of accountability and adherence, ensuring that safeguarding measures are actively communicated and understood throughout the organisation. <br><br> • Communication plays a key role in sharing safety protocols, program updates, and incident reporting procedures relevant to the creation of safe learning environments. Regular and effective communication ensures that all stakeholders, including staff and program participants, are informed about safety measures and are encouraged to report any safety concerns. This shared understanding contributes to a culture of safety consciousness and collective responsibility. |
| **REFLECTION** <br> Evaluation & Improvement | • Continuous reflection and evaluation mechanisms provide opportunities to assess the effectiveness of existing processes related to compliance and responsibilities. Through regular self-assessment and feedback loops, IBFF can identify areas for improvement. This commitment to reflection fosters a culture of continual learning and adaptation, enhancing awareness of individual and collective responsibilities within the Compliance Framework. <br><br> • The element of reflection and evaluation is crucial for assessing the efficacy of safeguarding measures. Regular reviews of incidents and response protocols contribute to an ongoing improvement process. <br><br> • Reflective practices and evaluation are key to enhancing the safety and effectiveness of learning environments. By systematically assessing program delivery, facility safety, training, and risk management, IBFF can identify and address potential shortcomings. |

| Compliance Model Elements | Actions |
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**CULTURE**

Child Safety,
Accountability
& Adherence

- Cultivating a culture of accountability ensures that all individuals within IBFF understand and embrace their responsibilities outlined in the Compliance Framework. This cultural aspect reinforces the importance of compliance, creating an environment where everyone actively seeks to fulfill their obligations. The culture promotes a shared understanding of the significance of individual roles in upholding the foundation's purpose.

- A positive culture towards child safety establishes a collective commitment to the well being of children, young people and adults. Staff and stakeholders are vigilant and proactive in implementing safeguarding measures, developing a mindset that contributes to a heightened awareness of potential risks, ensuring a protective environment for children, young people and adults in the foundation's care. Accountability becomes inherent in safeguarding practices, emphasising the shared responsibility of all involved.

- IBFF's culture will also prioritise adherence to safety protocols essential for creating safe learning environments. The foundation's commitment to a culture of safety encourages continuous improvement in program delivery and facility safety allowing children, young people and adults the opportunity to fully engage in the foundation's programs.

  The element of "People: Recruitment" significantly contributes to achieving the objectives of embedding the Compliance Framework at the core of IBFF's purpose, fostering a culture that increases understanding in the following ways:

### 1. Awareness of Responsibilities:

- Strategic recruitment practices, aligned with the Compliance Framework, ensure that individuals entering IBFF are selected based on their understanding and commitment to organisational responsibilities. By emphasising the importance of compliance during the recruitment process, the foundation sets the tone for a culture where new members are already attuned to their roles and obligations, thereby enhancing overall awareness.

### 2. Safeguarding of People in Our Care:

- Incorporating safeguarding principles into recruitment procedures ensures that individuals joining IBFF are screened and evaluated with a focus on ensuring the safety of people. This proactive approach establishes a foundation for a culture that prioritises the wellbeing of people from the very beginning. Employees who are recruited with a strong awareness of safeguarding contribute to a culture that consistently upholds these principles.

### 3. Creation of Safe Learning Environments:

- The recruitment process becomes a key factor in selecting individuals who understand and value the importance of creating safe learning environments. By screening candidates for their commitment to safety protocols and compliance standards, IBFF ensures that new members contribute to a culture where the creation of safe learning spaces is a shared priority from the outset. This proactive approach helps embed safety practices within the organisational culture.

  In summary, the element of "People: Recruitment" serves as a foundational step in building a culture that aligns with the Compliance Framework. Through strategic recruitment, the foundation ensures that individuals joining IBFF are not only qualified for their roles but are also aligned with the organisation's values, increasing awareness of responsibilities, safeguarding principles, and the importance of safe learning environments.