

Safeguarding Commitment

At Inspiring Brighter Futures Foundation we work to inspire others to achieve brighter futures.

We are committed to safeguarding all who participate in Foundation activities and programs - especially children, young people and adults.

We have zero tolerance for all forms of abuse by Foundation staff, volunteers, partners and third party providers.

The safety and wellbeing of Foundation participants is our first priority.

Policy

Inspiring Brighter Futures Foundation holds that all people, regardless of their age, gender, race, religious beliefs, disability, sexual orientation, or family or social background, have the right to protection from abuse.

The Foundation will take all reasonable measures to safeguard all who participate in its activities and program but especially children, young people and vulnerable adults.

Purpose

The purpose of this policy is to promote a culture of safeguarding within the Foundation and reduce risks of abuse to those who participate in IBFF activities and programs.

Scope

This policy applies to all IBFF personnel including Board members, the Chief Executive Officer, employees and volunteers, and all partners, contractors and third-party providers engaged by the Foundation.

This policy also applies to all IBFF activities, programs and workplaces.

This policy is to be read in conjunction with IBFF safeguarding procedures and practices.

Safeguarding Principles

The following principles guide the IBFF's approach to safeguarding:

- Safeguarding is a responsibility shared by all IBFF personnel.
- The safety and wellbeing of children, young people and vulnerable adults is paramount.
- Abuse risks associated with IBFF's activities and programs will be actively identified and appropriately managed.
- Compliance with safeguarding and related policies, procedures and practices will be monitored regularly.
- Safeguarding concerns and abuse incidents will be promptly and effectively responded to.
- Responses to safeguarding concerns and abuse incidents will be victim and survivor focused.
- Legal obligations (including reporting obligations) relevant to the protection of children, young people and vulnerable adults will be complied with diligently.

Roles & Responsibilities

Board Members

Board members are responsible for:

- Complying with all safeguarding and related policies, procedures and practices.
- Advocating and promoting safeguarding and related policies, procedures and practices.
- Overseeing the implementation, compliance with, and continuous improvement of, safeguarding and related policies, procedures and practices.
- Monitoring safeguarding and abuse risks at the enterprise level.
- Responding promptly and effectively to all safeguarding concerns and abuse incidents that come to the attention of the Board.
- Ensuring that all legal obligations (including reporting obligations) relevant to the protection of children and vulnerable adults and responses to abuse complaints and incidents are fully satisfied.

Chief Executive Officer

The Chief Executive Officer is responsible for:

- Complying with all safeguarding and related policies, procedures and practices.
- Advocating and promoting safeguarding and related policies, procedures and practices.
- Integrating safeguarding and abuse risks within the IBFF's Risk Management Framework.
- Developing and implementing effective safeguarding and related policies, procedures and practices.
- Monitoring compliance with safeguarding and related policies, procedures and practices.
- Reviewing and improving safeguarding and related policies, procedures and practices.
- Ensure all IBFF personnel, partners and third party providers are aware of their safeguarding and related legal obligations (including reporting obligations).
- Appointing of a Safeguarding Advisor with appropriate knowledge, skills and experience.
- Promptly and effectively managing and reporting all safeguarding concerns and abuse incidents.
- Ensuring all legal obligations (including reporting obligations) relevant to the protection of children and vulnerable adults and responses to abuse complaints and incidents are fully satisfied.

Safeguarding Advisor

The Safeguarding Advisor is responsible for:

- Complying with all safeguarding and related policies, procedures and practices.
- Advocating and promoting safeguarding and related policies, procedures and practices.
- Developing and implementing effective safeguarding and related policies, procedures and practices.
- Providing advice on safeguarding and related policies, procedures and practices (as needed).
- Assisting in assessing activities and programs for safeguarding and abuse risks.
- Delivering safeguarding training to IBFF personnel (as needed).
- Promptly and effectively responding to and reporting all safeguarding concerns and abuse incidents.

Managers

Managers are responsible for:

- Complying with all safeguarding and related policies, procedures and practices.
- Promoting safeguarding and related policies, procedures and practices with their area of responsibility.
- Implementing safeguarding and related policies, procedures and practices in their area of responsibility.
- Assessing activities and programs under their control for safeguarding and abuse risks.
- Implementing effective measures to eliminate or mitigate safeguarding and abuse risks in activities and programs under their control.
- Promptly and effectively responding to and reporting all safeguarding concerns and abuse incidents.

Safeguarding Policy (Continued)

Employees & Volunteers

Employees and volunteers are responsible for:

- Complying with all safeguarding and related policies, procedures and practices.
- Fostering safeguarding and related policies, procedures and practices within activities and programs.
- Identifying and reporting potential safeguarding and abuse risks within activities and programs.
- Promptly and effectively responding to and reporting all safeguarding concerns and abuse incidents.

Partners, Contractors & Third-Party Providers

Partners, Contractors & Third-Party Providers are responsible for:

- Complying with relevant safeguarding and related policies, procedures and practices in their work for and dealings with the IBFF.
- Reporting potential safeguarding and abuse risks that arise in their work for and dealings with the Foundation.
- Promptly and effectively responding to and reporting all safeguarding concerns and abuse incidents.

Compliance

IBFF is committed to continuous improvement of its safeguarding practices. Therefore, compliance with this policy and related policies, procedures and practices will be monitored regularly.

Any form of abuse towards a child, young person or vulnerable adult or other act or failure to act which seriously jeopardises the safety and wellbeing of others constitutes gross misconduct and may be grounds for disciplinary action including possible dismissal or termination, and criminal or other legal proceedings.

For partner staff and third party providers, serious breaches of this policy and related policies, procedures and practices can lead to termination of agreement and criminal proceedings or other legal proceedings.

General non-compliance and non-serious breaches of this policy and related policies, procedures and practices may lead to corrective measures, modified duties, re-assignment and performance management.

Related Standards, Policies & Procedures

National Principles for Child Safe Organisations
Australian Charities & Not-for-Profits Commission Governance Standards
Employment Policy
Code of Conduct
Complaint Management Policy & Procedures
Conflict of Interest Policy
Risk Management Policy & Procedure
Privacy Policy
Information Security Policy
Records Management Policy

Related Legislation

Child Protection Act 1999 (Qld)
Working with Children (Risk Management & Screening) Act 2000 (Qld)
Criminal Code Act 1899 (Qld)
Youth Justices Act 1992 (Qld)
Strengthening Community Safety Act 2023

Definitions

<p>Abuse</p>	<p>Abuse means all forms of physical, sexual, emotional/psychological maltreatment, neglect, grooming for sexual activity and exploitation.</p> <p>Abuse can occur as a result of one act, or inaction, and does not have to be repeated behaviour to amount to abuse. It is also irrelevant, that harm is not caused to a person by the abusive behaviour.</p>
	<p>Physical Abuse</p> <p>The intentional use of physical force towards another that causes or is likely to cause physical injury or suffering.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Slapping • Hitting • Punching • Shaking • Pinching/scratching • Burning/scalding • Corporal punishment
	<p>Sexual Abuse</p> <p>Abusive sexual behaviour by one person towards or upon another person. It is often perpetrated using force or by exploitation. It may include physical or non-physical behaviour.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Rape • Incest • Sexual assault • Sexual touching or fondling • Exposing genitals to another person • Grooming for sexual activity (in person or online) • Using sexually explicit or suggestive language towards a child • Showing a child indecent or pornographic images • Taking or procuring indecent images of children • Sextortion • Sexual inappropriate/aggressive behaviour by one child towards a younger or much smaller child
	<p>Emotional/Psychological Abuse</p> <p>Persistent emotional mistreatment, or manipulation, of another person which causes or is likely to cause emotional/psychological harm.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Relentless criticism/belittling • Persistent shaming/humiliating/name calling • Persistent emotional rejection • Solitary confinement and isolation • Repeated symbolic acts (e.g. threats to abandon) • Children being exposed to domestic/family violence

	<p>Neglect</p> <p>The failure of a caregiver to provide the basic necessities of life such as adequate food, clothing, shelter, medical attention or supervision, to the extent that the person's development and/or health is, or is likely to be, significantly harmed.</p>
	<p>Grooming</p> <p>The deliberate process of manipulating a child to prepare them for sexual contact and test their likely response. Grooming is often associated with the sexual abuse of children but may also apply to the sexual abuse of vulnerable adults. Perpetrators are also likely to manipulate protective adults, colleagues and the organisation to get unsupervised access to a child.</p>
	<p>Exploitation</p> <p>Taking advantage of another person's vulnerability for personal gratification or benefit. It usually involves the misuse of a trust position or power or authority over another person.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Pressuring a vulnerable person for sexual favours • Obtaining or misusing a vulnerable person's finances • Persuading a vulnerable person to taking or share sexual images
Abuse incident	<p>An abuse (see definition) event, disclosure, allegation, report or complaint occurring in connection with the conduct or delivery of Foundation activities or programs.</p> <p>The incident may be occurring in the present or have occurred in the past.</p>
Abuse risk	<p>Any situation, circumstance, condition or event that exposes a person to possible abuse (see definition).</p>
Child	<p>Any person under 18 years of age. A child is considered to be a vulnerable person.</p>
Young Person	<p>Any person 13 to 17 years of age. A Young Person is considered to be a vulnerable person.</p>
Vulnerable Adult	<p>Any person who is 18 years of age or older who due to personal characteristics, personal circumstances or adversity (permanent or temporary) is at increased risk of abuse (see definition).</p>
Partner	<p>An individual, group or organisation that has a formal/recognised relationship, affiliation or alliance with the Foundation which involves the partner having contact with children, young people or vulnerable adults through or in connection with Foundation activities or programs.</p>
Personnel	<p>Includes Foundation Board members, the Chief Executive Officer, employees and volunteers as well as contractors and third-party providers engaged by the Foundation.</p>
Safeguarding	<p>The work of implementing strategies, measures and practices to eliminate or mitigate abuse risk (see definition) and effectively manage safeguarding concerns and abuse incidents.</p>
Safeguarding concern	<p>A breach of the Foundation safeguarding policy, procedures and practices that creates an abuse risk but does not amount to an abuse incident.</p>

Safeguarding Policy (Continued)

<i>Risk</i>	A risk is the possibility of something happening that will have a negative effect.
<i>Risk Management Framework</i>	A Risk Management Framework is the arrangements that integrate risk management into governance practices, planning, decision-making, and operations across an organisation. It usually includes a Risk Appetite Statement, Enterprise Risk Register, Risk Management Policy and tools.