



# Our Safeguarding Strategy

**National Safeguarding Unit**  
Feel Safe, Be Safe



# Introduction

Here at the Y, we believe in the power of inspired young people. For young people to be inspired they told us that they must feel safe and be safe.

We are committed to keeping all children and young people safe and this strategy sets out how we aim to do this.

## Safeguarding Vision and Pillars



# Our Safeguarding Framework



## Delivering our Safeguarding Framework



# Culture

We will create a safe culture nationally which empowers children and young people through effective leadership and governance by:



## Leadership

- ▶ Ensuring each of our Boards have a Designated Safeguarding Lead and Young Person.
- ▶ Establishing a National Safeguarding Unit to provide expert advice, guidance and support to all Member Y Associations.
- ▶ Enabling Member Y Associations to develop and publish their Annual Safeguarding Action Plans.
- ▶ Establishing a safeguarding community of practice with other organisations.
- ▶ Developing 'Feel Safe, Be Safe' as the positioning statement for safeguarding at the Y.
- ▶ Developing partnerships with external safeguarding organisations.



## Governance

- ▶ Revising our Safeguarding Licence Standards to align with our Safeguarding Framework.
- ▶ Procuring an independent organisation to undertake safeguarding reviews of our Member Y Associations.
- ▶ Ensuring safeguarding Leads have access to their Board and that safeguarding becomes a standing agenda item for all meetings.
- ▶ Providing annual safeguarding reports on the state of safeguarding at the Y.
- ▶ Developing and implementing a national safeguarding risk model.
- ▶ Developing and implementing a safeguarding self-audit tool and framework for Member Y Associations.
- ▶ Developing and implementing a procurement template in line with anti-slavery legislation and practice.
- ▶ Requiring all Y's to report all safeguarding concerns to the National Safeguarding Unit for data and quality purposes.



## Empowerment

- ▶ Launching our 'Tell Someone' Model.
- ▶ Educating Member Y Associations to actively engage children and young people in service design, delivery and review processes.
- ▶ Leading a national bi-annual survey to understand how safe children and young people feel at the Y.
- ▶ Delivering workshops to children and young people on relevant safeguarding issues.
- ▶ Establishing a children and young people's consultative group.
- ▶ Establishing a survivor's consultative group.



## Values and Behaviours

- ▶ Developing a National Code of Safe Behaviours for all Y People.
- ▶ Exploring the opportunity to implement value based interviewing and develop a proposal with implementation recommendations for consideration.
- ▶ Developing safe behaviours education for Y People.



## Education and Training

- ▶ Developing and implementing a National Safeguarding Training Competency Model.
- ▶ Procuring and implementing a national safeguarding e-learning solution.
- ▶ Developing a range of safeguarding training modules that can be delivered at Member Y Associations.
- ▶ Developing and implementing a Safeguarding Train the Trainer course.
- ▶ Providing face to face training for each of our Member Y Association's Boards.
- ▶ Providing a training calendar for safeguarding specific qualifications for Member Y Association's Safeguarding Leads.
- ▶ Publishing safeguarding newsletters to the Movement and community.
- ▶ Developing and implementing training for the 'Tell Someone' Model.
- ▶ Developing and embedding Safe Recruitment training for all hiring roles/Y People.



## Continuous Improvement

- ▶ Measuring the increased capacity amongst Member Y Associations against the National Safeguarding Competency Model.
- ▶ Assessing safeguarding data from across the Movement and develop thematic assessments.
- ▶ Developing a continuous improvement framework, implementing collective lessons learnt from concerns nationally.
- ▶ Undertake research to assess good practice and areas of improvement for Member Y Associations.
- ▶ Engaging with an external safeguarding organisation to review our safeguarding practice.



# Operations



We will create safe operations to ensure Y People, parents/carers and community have the right policies, processes and practices to keep children and young people safe by:



## People

- ▶ Developing an annual appraisal process that incorporates safeguarding behaviours and knowledge.



## Policies

- ▶ Reviewing and publishing the National Safeguarding Policy.
- ▶ Developing child-friendly versions of the National Safeguarding Policy.



## Procedures

- ▶ Developing and implementing a National Safeguarding reporting procedure and process.
- ▶ Developing and implementing comprehensive National Safeguarding Guidance.



## Practices

- ▶ Exploring the opportunity of having site safeguarding leads and writing a proposal and recommendation for consideration.
- ▶ Scoping the requirements for unified systems of recruitment and screening across Member Y Associations.
- ▶ Implementing a unified approach to induction, on boarding and training of all Y People.
- ▶ Creating and implementing an induction video and training manual.
- ▶ Developing and implementing comprehensive Safe Recruitment Guidance for the Y and make it easily accessible to all children, young people, families, communities and Y People.
- ▶ Developing and embedding standardised recruitment templates for all roles across the Y.



## Complaints

- ▶ Developing and implementing a National Safeguarding Complaints Management process, policy and online reporting form.
- ▶ Developing nationally harmonised template documents for managing complaints and safeguarding concerns.



# Environment

We will create safe environments at the Y and in communities which empower children and young people to thrive by:

## eSafety

- ▶ Developing nationally harmonised social media and e-safety policies as informed by resources from the eSafety Commissioner.
- ▶ Creating and publishing an online safeguarding reporting webpage.
- ▶ Developing and implementing an eSafety module for Y People.

## Physical

- ▶ Developing and implementing guidance to support Y's in making physical and online environments safe for all children and young people.
- ▶ Developing and embedding national safeguarding risk assessment templates and safeguarding risk management techniques.
- ▶ Assisting Member Y Associations to create safe spaces for children and young people.

## Families and communities

- ▶ Leading a national survey to understand how safe families and communities feel children and young people are at the Y.

## Diversity

- ▶ Develop and implement a National Diversity and Inclusion Policy
- ▶ Develop resources that are specific to Aboriginal and Torres Strait Islander, Culturally and Linguistically (CALD), Disabled and Lesbian, Gay, Bisexual, Transgender, Intersex, Queer (LGBTIQ+) children and young people.



**For more information:**

Email: [safe@ymca.org.au](mailto:safe@ymca.org.au)

[www.ymca.org.au/safe](http://www.ymca.org.au/safe)

**NationalSafeguardingUnit**

Feel Safe, Be Safe

