



YG 104-A G Attachment

Safeguarding Children & Young People

Communication & Distribution Process

Every child/family that enrolls into a program conducted YMCA Geelong will receive a Safeguarding Children & Young People information pack or be directed to the YMCA Geelong website to download electronic versions. The Safeguarding Children & Young People information pack will include the following documents and flyers:

- Safeguarding Children & Young People Policy
- Practice and Behaviour Guidelines
- Safeguarding Children & Young People Flyer (child friendly version)
- Safeguarding Children & Young People Flyer (for families)
- Safeguarding Children & Young People Parent Guidelines
- Responding to Child Abuse and Allegations Policy and Procedure

Communication & Distribution Process

1. Website Download – parents can visit www.geelong.ymca.org.au and click on the Safeguarding Children & Young People tab under “Who We Are” for further information. Additionally view all Safeguarding Documentation parents can select the Documents Tab to see the Safeguarding Children & Young People document library.
2. Upon request, copies of all the above listed documentation can be emailed to families.
3. All children & families will receive a Safeguarding Children & Young People Information Pack upon enrolment into a YMCA Geelong program or service. This may take the form of electronic or hardcopy.
4. Additionally, hardcopies of these documents can be obtained from each facilities “Safeguarding Information Board”. Directions to this board can be obtained at Customer Service desk.

Communication Strategies for Inclusion

Our communication strategies developed to be inclusive of equity and diversity considerations. These include but are not limited to supporting the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with a disability and with their parents.

Valuing diversity means employing strategies that make it clear to our staff, children and young people that our differences are regarded as a positive asset at the YMCA, rather than a problem, or a reason to face negative discrimination.



These strategies include such things;

- as a zero tolerance of sexist or racist comments,
- ensuring that images used in internal publications depict a wide variety of people, and,
- where possible, increasing the diversity of the workforce at all times.

Diversity also means acknowledging and adjusting for the ways our differences impact on our work.

For instance, because women continue to be the primary caregivers of children, they are more likely than men to be impacted by meetings that take place around school drop off and pick up times. Inclusion takes this one step by further. It involves being actively conscious of the opportunities to ensure everyone in your team knows that they are valued and included. Such opportunities might include decorations that mark religious holy days other than just the Christian ones of Christmas and Easter, recognising days such as International Women's Day (IWD) or International Day Against Homophobia (IDAHO) or Sorry Day, as well as actively inviting comments from a diversity of voices as part of consultation and meeting processes.

Inclusion also means being conscious of the ways we might unwittingly exclude.

For example, social functions that are always held at bars will exclude staff from cultures that avoid alcohol. Diversity and inclusion work together to create a workplace culture in which all our staff /Parents/ users know they are welcomed, accepted, safe, free from bullying, discrimination or harassment, and that their input and perceptions are a vital part of the day to day life of the organisation.

Principles and Practices of Inclusion for supporting the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with a disability and with their parents.

- Acknowledge Aboriginal history, celebrate Aboriginal culture
- Acknowledge Cultural diversity, celebrate and engage them in our community
- Reach out, talk and listen together to people within the communities
- Support self-determination through self-directed approaches
- Contribute to a strong family wellbeing and resilience through communication and support
- Build the cultural competency of organisations and the YMCA workforce
- Ensure that YMCA policy, planning and service delivery is inclusive of Aboriginal people with a disability and is based on good practice and sound evidence

Resources

[Enabling choice for Aboriginal people living with disability Promoting access and inclusion, Human Services -Department of Human Services March 2011](#)