

Fitness n Motion Child Protection Policy

Fitness n Motion aims to ensure that children are at all times treated and regarded in a proper caring and respectful manner. This policy promotes and enhances the safety and welfare of children.

Child abuse can be any or a combination of the following: physical, sexual, emotional and neglect. The Manager and centre staff are responsible for preventing child abuse, recognizing indicators and responding effectively if issues arise, including Mandatory Reporting of child abuse.

Before working with children all staff will have to apply for a blue card (suitability card) to work with children and young people.

Fitness n Motion Procedure

Definition of a child: A child is regarded to be any person under 18 years.

- Treat every child with dignity and respect regardless of differences of ethnicity, religion, age, ability, gender, sexual orientation and economic circumstances.
- Ensure all staff are fully informed of legal rights, responsibilities and procedures in relation to Mandatory Reporting of known or suspected child abuse. Ensure staff are supervising and have visibility of children at all times in all indoor and outdoor areas.
- Never physically punish children by hitting, shaking, pinching; do not use abusive, derogatory, humiliating language or inappropriately punish children by withdrawing child's food, rest, use of the toilet, or lock in a room.
- Never Act in a way that shows unfair differential treatment, or favoring particular children to the exclusion of others.
- Never administer medication to a child unless in the case of an emergency.
- Photograph or video a child without the consent of the child and his/her parents or guardians.
- Ensure a safe environment for children.
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
- Empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem.

Source – Child Protection Act 1999

- www.savethechildren.net/alliance/resources/child_protection

Fitness n Motion Reporting Suspected Abuse & Neglect Policy

Fitness n Motion has a "duty of care" to report all suspected child abuse in any form to the proper authorities in accordance with the Child Protection Guidelines. All carers, working with children as part of their paid employment are mandatory reporters. Any suspected abuse must be documented and Department of Child Safety should be notified. Local phone number: **07 5490 1058**

A staff member has the right to call themselves or can also notify the Manager if there are any suspicions and make sure everything is documented before calling the children's services.

Fitness n Motion Procedure

Staff will assess the situation as well as they can. Staff will ensure they write down a full and accurate report exactly what the child has said, who was there, etc. Detailed notes will be made of unusual behavior, comments or injuries and kept in the child's file.

Staff can report suspected abuse independently of the Centre.

Staff must never question the child or the parent regarding these observations. If a staff begins to investigate, they cannot be a support person for the child.

Staff must report all allegations or suspected incidents of child abuse or misconduct involving an employee to the Centre Manager (this includes self-reporting).

Indicators of Child Abuse

Children who have been harmed or are at risk of harm may show behavioral, emotional or physical signs, and some children may show no signs at all.

Some general indicators that a child or young person may have been harmed or is at risk of harm include:

- showing wariness and distrust of adults
- excessive rocking, sucking and biting
- difficulty sleeping, often being tired and falling asleep
- inconsistent explanation for injuries
- Low self esteem
- difficulty relating to adults and peers
- aggressive or demanding behavior
- abusing alcohol or drugs
- bedwetting or soiling
- being seemingly accident prone
- suicidal feelings or attempts at suicide
- difficulty concentrating
- being withdrawn or overly obedient
- reluctance to go home
- creating stories, poems or artwork about abuse.

Source – Reporting Child Abuse and Neglect, Mandated Notification Guidelines and the Children's Protection Act 1993.

www.kidsafe.com

www.childsafety.qld.gov.au/partners/government/scan.html