Safe Mission Strategy 2025-2026

OUR COMMITMENT

We firmly believe there is no place for the abuse and exploitation of children and young people. It's why we are actively committed to safeguarding the physical, social, emotional and spiritual wellbeing of all children and young people in our care. At SU Australia, our policies and procedures reflect this commitment to safeguarding children and young people from harm and abuse of any kind. We train our staff and volunteers to be vigilant in identifying and reporting actual or suspected harm and child abuse, and to report it to the authorities according to the laws of Australia. We will continue to proactively nurture a culture and working environment where all children and young people are safe to grow and thrive.

THE BASIS OF OUR STRATEGY

Our Safe Mission Strategy (the Strategy) is grounded in eleven SU Australia Child Protection Standards:

- 1. We establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children are respected and valued.
- 2. Child Safety is embedded in organisational leadership, governance, and culture
- 3. Children participate in decisions affecting them and are taken seriously
- 4. Families and communities are informed and involved
- 5. Equity is upheld and diverse needs are respected
- 6. People working with children are suitable and supported
- 7. Processes to respond to complaints and concerns are child-focused
- 8. Staff and volunteers are equipped with the knowledge, skills, and awareness to keep children safe through ongoing training
- 9. Physical and online environments minimise the opportunity for harm to occur
- 10. Implementation of the National Principles is regularly reviewed and improved
- 11. Policies and procedures document how the organisation is child safe

NINE INTERDEPENDENT ELEMENTS

1

Statement about commitment

- Our commitment is stated on our website
- It is incorporated in all new role statements
- It is featured in our job advertisements
- It is overtly communicated on our social media platforms

2

Code of Conduct for Interacting with Children

- Our SUA Conduct and Behaviour Standards (Appendix 3) incorporates the Code of Conduct that addresses our interactions with children and young people
- Our staff and volunteers are aware of their responsibilities under this Code

3

Procedures for Recruiting and Training

- We employ robust recruitment processes, and candidly address child safety matters in our selection processes
- Child Safety training is mandatory for everyone and we apply a range of programs
- Child safety has a strong focus in employee and volunteer induction
- We require minimum entry level qualifications for Chaplains

4

Policies and procedures for compliance with the Act

- Our Child Protection, Safety, and Welfare Policy is in place and is reviewed annually
- The Work Health and Safety Policy is in place and complies with legislation
- This Strategy is reviewed annually
- We have robust Working With Children Check systems in place

5

Plan for managing Strategy breaches

- Our Conduct and Behaviour Standards respond to breaches of the Strategy
- Our Whistleblower Policy is available for confidential disclosures
- Our incident management system, Resolver, is confidential and secure

6

Policies and procedures to handle disclosures

- A Whistleblower Policy is in place
- The Complaints portal on our website is child friendly and accessible
- Our Complaints Policy & Procedures are child friendly and accessible
- We have incident response procedures in place to manage Incidents and emergencies

7

Risk Management plans for activities and events

- Plans are developed and documented, and communicated prior to activities being undertaken
- Robust Permission to Proceed procedures are in place

8

Strategies for communication and support

- This Strategy and its associated polices are published on the SU Australia website and intranet
- Our training programs feature child safety as a priority
- Our Managers have tools available to engage their teams in discussions about child safety

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Review and Improve

- We continuously review and improve this Strategy
- We debrief after each camping season, learn from our experiences, and make improvements for safety
- We actively seek feedback from children and parents to make our programs safer

We Review the Strategy:

- Quarterly (the Executive)
- Annually (the Board)

Our Minimum Compliance Requirements:

Working with Vulnerable People (Background Checking) Act 2011 (ACT) | Child Protection (Working with Children) Act 2012 (NSW)
Care and Protection of Children Act 2007 (NT) | Working with Children (Risk Management and Screening) Act 2000 (Qld)
Working With Children Act 2005 (Vic) | Registration to Work with Vulnerable People Act 2013 (Tas) | Children and Young People (Safety) Act 2017 (SA)
Working with Children (Criminal Record Checking) Act 2004 (WA) | Child Wellbeing and Safety Act 2005 (Vic)

