



Ronald McDonald  
House Charities®  
Australia

## Safeguarding Children and Young People Policy

### Policy Statement

The mission of Ronald McDonald House Charities in Australia is to provide essential services that remove barriers, strengthen families, and promote healing when children need healthcare.

We are committed to safeguarding children and young people in our Programs by ensuring they are provided in a safe and supportive environment for all. RMHC respects and ensures equity for all children and young people who access our Programs. This includes those from culturally or linguistically diverse backgrounds, unable to live at home, living with a disability, Aboriginal and Torres Strait Islander Children and Young People and those who are Gay, Bisexual, Transgender, Intersex, Asexual (LGBTQIA+). Our Board Members, employees, volunteers, and contractors actively ensure our commitment to the highest possible standards to protect children and young people from abuse, harm, risk of harm and neglect.

### Purpose

RMHC ensures the safety and well-being of all children and young people accessing our Programs, and acknowledge their human rights, including their right to be safe, have a say in decisions and be taken seriously.

Every RMHC Board Member, employee, volunteer and contractor takes responsibility for ensuring Programs are delivered in a safe environment for children. This is achieved by adhering to all safeguarding policies and procedures and promptly reporting any concerns regarding the safety and wellbeing of children and young people through RMHC's safeguarding reporting system, Donesafe and making mandatory reports to police or child protection agencies.

### Scope

Beneficiaries of our Programs, employees, Board members and volunteers, as well as other involved persons including but not limited to; our supporters, partners, contractors and external third-party providers must operate within the minimum standards outlined in the [Safeguarding Children and Young People](#) (SCYP Framework).

Note: South Australia's distinct legislative requirements necessitate a separate approach to child safety. Any additional requirements will be outlined in this policy once confirmed.

### Breaches of this Policy

Any breach, or perceived breach of the SCYP Policy or Framework, whether it be by employees, board members, volunteers, contractors, supporters, partners or third-party providers will result in immediate removal or suspension of that person or person(s) from RMHC premises and/or program services and may result in a mandatory report to the relevant child protection authority. An investigation will follow, which could result in

disciplinary action up to and including termination of any employment, volunteering or contracting agreement, as well as legal consequences.

At all times, RMHC will uphold the privacy of all parties in line with the Privacy Policy, Respectful Workplace Policy and RMHC Code of Conduct and Ethics. In the case of employees, Board members and volunteers, access to the Employee Assistance Program, Sonder will be provided free of charge, and available 24/7.

## Responsibilities

RMHC Australia is available to Chapters 24/7 to support the Organisational Leader with any instances of breaches or suspected breaches of this policy, including access to external legal and PR services.

RMHC shows our commitment to Safeguarding Children and Young People by ensuring:

- RMHC Board Members, employees, volunteers and contractors have access to safeguarding information.
- an environment where people feel safe asking questions, are supported to learn and understand their safeguarding responsibilities.
- our processes and practices reflect our commitment. Recruitment and induction through to learning and development opportunities, meetings and conferences clarify and ensure the behaviour RMHC expects everyone to adhere to, to ensure a safe environment for children and young people in our programs.
- we do everything possible to recruit people who share and uphold our commitment to safeguarding children and young people.
- families, children and young people know what to expect of RMHC and are encouraged to share feedback on their experiences in RMHC programs.
- Programs and services provided by RMHC are inclusive and the diverse needs of families, children and young people are respected.
- we constantly review our ways of working, striving to ensure our safeguarding children and young people policies and procedures are best practice and effectively manage and mitigate risk.
- Images or videos of children and young people must only be captured by RMHC team members using RMHC owned devices, or equipment operated by professional photographers or film crews. While personal phones may be carried during Program activities, they must not be used to record or photograph children or young people.

## Related Policies and Legislation

### Associated Policies

- RMHC Safeguarding Children and Young People Framework
- Suspected Child Abuse Policy
- Supervision of Children Policy
- Social Media Policy and Social Media Guidelines
- RMHC Code of Conduct and Ethics
- Eligible Families Policy
- Workplace Health & Safety Policy
- Privacy Policy
- Respectful Workplace Policy

### Legislation

- Children and Young People Act 2008 (ACT)
- Working with Vulnerable People (Background Checking) Act 2011 (ACT)
- Children and Young Persons (Care and Protection) Act 1998 (NSW)
- Child Protection (Working with Children) Act 2012 (NSW)
- Child Protection (Working with Children) Regulation 2013
- Care and Protection of Children Act (NT) 2007
- Child Protection Act 1999 (QLD)
- Working with Children (Risk Management and Screening) Act 2000 (QLD)
- Children and Young People (Safety) Act 2017 (SA)
- Children, Young Persons and Their Families Act 1997 (TAS)
- Registration to Work with Vulnerable People Act 2013 (TAS)
- Children, Youth and Families Act 2005 (VIC)
- The Worker Screening Act 2020 (VIC)
- Children and Community Services Act 2004 (WA)
- Working with Children (Criminal Record Checking) Act 2004 (WA)

### Policy Approval & Version History

Version	Description of changes	Approved by	Effective date	Next Review Date
1.0	Creation of Policy	MLG	Sept 2022	Sept 2024
2.0	Policy Review	MLG	Nov 2025	Nov 2027