

PLAST UKRAINIAN YOUTH ASSOCIATION OF NEW SOUTH WALES LIMITED		PLAST (NSW) PTY LTD
---	---	----------------------------

CHILD PROTECTION POLICY			
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

**OFFICIAL CHILD PROTECTION POLICY OF PLAST UKRAINIAN YOUTH ASSOCIATION OF
NEW SOUTH WALES LIMITED (PUYA) AND PLAST (NSW) PTY LTD (PNSW)**

APPROVAL AND AUTHORISATION

Title	Child Protection Policy			
Number		Version	1.0	
Effective Date	07/05/2025			
Review Date	07/05/2027			
Approval and Authorisation				
	Name	Position	Signature	Date
Prepared by	Linda White	ChildSafe Aus.	Linda White	31/03/2025
Authorised by	PUYA Board			07/05/2025
Authorised by	PNSW Board			04/06/2025

VERSION HISTORY

Version No.	Effective Date	Prepared by	Reason for revision

DISTRIBUTION

Plast NSW website, Policies & Procedures

	CHILD PROTECTION POLICY		
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

1. BACKGROUND

Plast Ukrainian Youth Association of New South Wales Limited (PUYA) is a registered charity which has as its objectives to provide physical, social, educational and community activities and regular meetings for its members to acquire knowledge and promote the development of children and young people as self aware, responsible and involved citizens and future leaders of their local, national and global communities through a values system based on the Scouting Promise and Law as well as to educate and foster among children and young people the traditions of their forbearers, developing their knowledge and understanding of the Ukrainian language, history, culture and ideals, fostering community engagement and development of scouting and other skills.

Plast (NSW) Pty Ltd (PNSW) is a wholly owned subsidiary of PUYA. PNSW conducts all events, programs and activities for PUYA members.

All events, programmes and activities conducted by PNSW for the members of PUYA are provided pursuant to a Service Agreement between PUYA and PNSW. Pursuant to the terms of the Service Agreement PNSW, its directors, officers, employees, volunteers, contractors and agents are required to comply with all PUYA policies as applicable and as amended from time to time. PNSW acknowledges and accepts the obligation to implement and comply with this Child Protection Policy.

PUYA and PNSW are hereafter jointly referred to as "**PLAST**".

In February 2019, the Royal Commission into Institutional Responses to Child Sexual Abuse issued The National Principles for Child Safe Organisations and as a complement to these the Child Safe Standards (NSW).

Refer to: <https://www.childsafety.gov.au/resources/national-principles-child-safe-organisations>

The PUYA/PNSW Policy and Procedures for Child Protection are based on the Ten National Principles for Child Safe Organisations and the Ten Child Safe Standards (NSW) which complement these principles and the NSW state child protection laws, Children and Young Persons (Care and Protection) Act 1998.

Refer to: <https://legislation.nsw.gov.au/view/html/inforce/current/act-1998-157>

PLAST will uphold the Child Safe Standards (NSW):

- 1.1 Child Safety is embedded in organisational leadership, governance and culture
- 1.2 Children participate in decisions affecting them and are taken seriously
- 1.3 Families and communities are informed and involved
- 1.4 Equity is upheld and diversity needs are taken into account
- 1.5 People working with children are suitable and supported
- 1.6 Processes to respond to complaints of child abuse are child focussed
- 1.7 Members and volunteers are equipped with the knowledge, skills and awareness to keep children safe through continual education and training

	CHILD PROTECTION POLICY		
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

1.8 Physical and online environments minimise the opportunity for abuse to occur

1.9 Implementation of the Child Safe Standards is continuously reviewed

1.10 Policies and procedures document how the organisation is child safe

Refer to: https://ocg.nsw.gov.au/sites/default/files/2021-12/g_CSS_GuidetotheStandards.pdf

PLAST is committed to promoting and protecting the interests and safety of children and young people. PLAST has zero tolerance for harm, risk of harm and abuse toward children and young people.

For this reason, PLAST mandates all workers and adults involved in PLAST activities with children and young people, to report the risk of harm, harm and abuse of children and young people in accordance with, this policy.

2. POLICY STATEMENT

2.1 We (PLAST) want all children and young people to be safe, happy and empowered.

2.2 We support and respect all children and young people, as well as our workers, adult members, participants and leaders.

2.3 We are committed to the safety, participation and empowerment of all children and young people.

2.4 We have zero tolerance for harm, risk of harm to children and young people and any child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

2.5 We have legal, moral and ethical obligations to contact authorities when we are worried about a child or young person's safety, which we follow rigorously.

2.6 We are committed to preventing child abuse, identifying risks early and removing and reducing these risks.

2.7 We have robust practices to reduce the risk of child abuse by new and existing workers.

2.8 We are committed to regularly training and educating our workers on child abuse risks.

2.9 We have specific policies and procedures in place that support our workers to achieve these commitments.

2.10 We are committed to an organisational culture of child safety.

2.11 We are committed to providing an environment that is safe for children and young people, and to ensure that this is reflected in all aspects of our program, governance and operations.

2.12 We value and respect children and young people and welcome them regardless of their abilities, age, sex, gender, religion, or social economic or cultural background.

2.13 Bullying and harassment will not be tolerated at PLAST.

	CHILD PROTECTION POLICY		
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

2.14 Safeguarding children and young people from harm and risk of harm is an essential responsibility of PLAST. We are committed to ensuring that any child or youth who comes into contact with PLAST services is properly safeguarded from harm and the risk of harm.

2.15 We believe that no child or young person should experience harm or risk of harm, and we are committed to the protection of children and young people.

3. PURPOSE

This policy is intended to provide guidance and overarching principles to those who represent us as workers, to guide our approach to child protection and safeguarding.

Every person under this policy must ensure that they play an active role in ensuring that children and young people are properly safeguarded.

3.1 All workers and participants in our organisation should be confident that complaints will be dealt with honestly and fairly.

3.2 All workers are responsible and should be confident in reporting harm, risk of harm and any inappropriate behaviours toward children and young people.

3.3 All workers are responsible for reporting any concerns about the safety or welfare of a child or young person through the appropriate reporting measures to PLAST and report imminent harm to the relevant authority, e.g. police and/or emergency services.

3.4 To protect all children and young people in the care of PLAST.

3.5 To ensure that allegations of harm, risk of harm and child abuse are dealt with in a timely, consistent, confidential and sympathetic manner by PLAST or the appropriate authority.

3.6 To provide a framework for the recruitment, training and management of all adults concerned with delivering care to participants in PLAST, to ensure that all parties are aware of their responsibilities for identifying possible occasions for harm, risk of harm and child abuse and for reporting it as appropriate.

3.7 To educate participants about their rights to safety, and the strategies that they can use to help protect themselves.

3.8 To prevent adults from placing themselves at risk of allegations of harm risk of harm and child abuse.

4. POLICY

4.1 Child safety is part of PLAST's overall risk management commitment.

4.2 PLAST has zero tolerance for harm, risk of harm and child abuse and is committed to preventing harm towards children and young people.

4.3 PLAST is committed to promoting and protecting at all times the best interests of children involved in its programs through its process of screening, recruitment, training and management of leaders, adult participants, members and potential members and other personnel involved in PLAST activities.

	CHILD PROTECTION POLICY		
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

- 4.4 Adults in PLAST, its members and potential members must, at all times, treat children with dignity and respect and promote every child's right to feel safe, cared for and supported. This includes all workers.
- 4.5 Youth Participants must be aware of their rights to a child safe environment and be encouraged to speak to an adult if they ever feel unsafe
- 4.6 All children and young people have a right to protection from harm, risk of harm and abuse which may include but is not limited to bullying, neglect, emotional, physical, psychological or sexual abuse and grooming of any kind.
- 4.7 Reporting of suspected harm, risk of harm and child abuse is mandatory for all adults. This means that all workers and adult participants of PLAST are mandated to report any child abuse through this policy, if not already mandated through state legislation.
- 4.8 In relation to sexual abuse, all workers and adult participants of PLAST including potential members shall be considered to hold a "Position of Authority Role" for application of the "Age of Consent" legislation. This means that, for people in these roles, the mandatory age of consent shall be taken as 18 years notwithstanding the specific State or Territory legislation. Although the age of consent in NSW is 16 years old (The Crimes Act 1900 (NSW)), the legal adult age in NSW is 18 and therefore PLAST will maintain to hold a "Position of Authority Role" till the age of 18. Children and young people under the age of 18 are protected by this policy.
- 4.9 Allegations of harm, risk of harm and child abuse or suspected child abuse must be dealt with by PLAST in a timely, consistent, confidential, respectful and sympathetic manner.
- 4.10 Unless otherwise advised by the relevant authority, membership and participation should be suspended while an allegation is under consideration. If proven, the membership must be cancelled. Adults, who are not participants of PLAST against whom an allegation has been made, must be prevented from having any dealings with PLAST until the allegation or suspicion is disproved.
- 4.11 PLAST shall communicate their commitment to child safety to PLAST members, potential members, participants and their families and the general Ukrainian and Australian communities.
- 4.12 Under the Child Protection (Working with Children) Act 2012 No 51, workers, 18 years and over must maintain a current Working With Children Check (NSW) and notify PLAST immediately if any action or allegation might prevent them from obtaining or keeping the WWCC current. Workers must notify PLAST if a clearance is revoked by the Children's Gaurdian.
- 4.13 This policy applies to all PLAST activities involving youth participants of PLAST, its members and potential members, whether in or outside of Australia.

5. TRAINING

The following people must be trained in this policy

- All members of the PUYA Board, the PNSW Board, PUYA Executive and PNSW Executive.
- All participants and potential members.

	CHILD PROTECTION POLICY		
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

- All leaders, volunteers, adults and workers, who are working with children and young people at PLAST.
- Administrators of PLAST social media and website pages.
- All adult participants of PLAST.
- All adults assisting with PLAST activities, whether Participants of PLAST or not.

6. REFERENCES

- Complaint Handling Guide, Upholding the rights of children and young people; National Office of Child Safety
- Children and Young Persons (Care and Protection) Act 1998 (NSW)
- UN Convention on the Rights of the Child
- The Crimes Act 1900 (NSW)
- Child Safety Standards (NSW)
- National Principals for Child Safe Organisations
- Child Protection (Working with Children) Act 2012

NOTE: It is understood that, for each Act, all subsequent amendments also apply.

	CHILD PROTECTION POLICY		
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

DEFINITIONS

Abuse is all forms of physical abuse, emotional harm/ill-treatment, sexual abuse, grooming, exploitation, neglect or negligent treatment, commercial (e.g. for financial gain) or other exploitation of a child and includes any actions that result in actual or potential harm to a child.

Activities are defined as those organised or authorised by PUYA or PNSW or routine activities, whether within or outside of Australia, including camps, meetings, excursions and attendance at community events.

Adults assisting with activities include parents who are not members of PUYA, other persons (not members of PUYA) who are specialist instructors, and administrative or logistical support people for activities.

Adult Participant means a person 18 years and over whether or not that person is a member.

Child means a person below the age of 18 years.

Child protection means any responsibility, measure or activity undertaken to safeguard children from harm.

Leaders include

- Member officers responsible for educational activities
- Member officers
- Camp leaders
- Hike leaders
- Group leaders
- Third-party adult providers (contracted) of services and activities

Members means persons who are recorded from time to time as members in the record of PUYA members.

Participants means Youth Participants and Adult Participants.

Sexual assault is any act that exposes a child to or involves a child in, sexual processes beyond his or her understanding or contrary to accepted standards, harm which they would ordinarily be protected from. It includes child grooming, which refers to actions deliberately undertaken to befriend and establish an emotional connection with a child to lower the child's inhibitions in preparation for sexual activity with the child.

Sexually abusive behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography.

Workers include

- Adult Participants
- Leaders
- Members
- Adult volunteers
- Third-party adult providers (contracted) of services and activities

Youth Participant means a person under the age of 18 whether or not that person is a member.

	CHILD PROTECTION POLICY		
Document No.	Version No.	Effective Date	Review Date
	1.0	07/05/2025	07/05/2027

DECLARATION

I have read and understood the Child Protection Policy and agree to abide by the principles set out in this document while dealing with children during any PLAST activities.

Name	Signature	Date