



Procedure	Child Safety and Wellbeing Policy		
Policy	MTPO 001 Child Safety and Wellbeing Policy		
Created	Shelley George	Date	29 January 2024
Modified	Linda Snell	Date	12 August 2025
SOP's relevant	1.1 Child Safety and Wellbeing Statement of Commitment		

Introduction and Purpose

Mountain Track exists to improve the safety and wellbeing of children and young people. We ensure this first and foremost through a culture that puts our young people first. This is supported by policies and procedures to ensure everyone knows their rights and responsibilities.

This policy is designed to communicate both internally and externally. It documents the key components and underlying principles of Mountain Track's approach to promoting the safety and wellbeing of children and young people, in accordance with our purpose and culture, the principles and standards of best practice, and our legal and regulatory responsibilities.

Mountain Track's Child Safety Policy outlines its commitment and approach to creating and maintaining a child safe organisation where children and young people are safe and feel safe and provides a policy framework for the organisation's approach to the Victorian Government's Child Safe Standards.

Mountain Track's Child Safety Policy has been reviewed to reflect the 11 Victorian Child Safe Standards mandatory for organisations from 1 July 2022 in accordance with section 17(1) of the Child Wellbeing and Safety Act 2005 (Vic). adopted by all directors, staff, volunteers and contractors and their personnel (collectively, Personnel) of Mountain Track Youth (Mountain Track).

The welfare of the children and young people in the Mountain Track's care will always be a high priority and the Mountain Track will maintain zero tolerance of any form of child abuse.



Mountain Track Values and Principles:

1. Focus – it's all about the young people.
2. The extra mile - we value people who go above and beyond for the young person to make sure their needs are met.
3. We practise unconditional positive regard.
4. Actions not words - we show each other who we are through our actions, not our words.
5. Belonging and connection - we support our youth to find their place in the world through helping them find connection, meaning, purpose and through developing their sense of self.
6. Strength focused approach - we recognise, appreciate and thoroughly celebrate their strengths, talents and abilities, as well as who they are as individuals. We encourage them to utilise and master their strengths and call on them when pursuing their passions.
7. Integrity – we do what we say we will.
8. Respect – we listen, are respectful and non-judgmental.
9. Skill – our workers, mentors and volunteers (Personnel) are well trained and experienced in their areas of expertise.
10. Creativity – we go with the flow, are flexible and able to adapt and change to make sure we are meeting the needs of our young people.
11. Reflection – we are all about continuous improvement, learning and understanding.

Scope of this policy

This policy applies to all Personnel of Mountain Track and is adopted by all directors, staff, volunteers and contractors and their personnel (collectively, Personnel) of Mountain Track Youth (Mountain Track), whether or not they work in direct contact with children or young people.

Definitions

Child: anyone who is under the age of 18, as per the United Nations Convention on the Rights of the Child (CRC).

Youth and young person: for the purposes of this Policy, anyone aged 13 – 17 years is referred to as a youth or young person.



Participants

Children, young people, or other individuals who are enrolled in, attending, or otherwise taking part in Mountain Track programs, services, or activities. Participants may be involved on a regular or occasional basis and are the intended recipients of Mountain Track's services.

Family/Families

For the purposes of this policy, 'family/families' refer to the primary caregivers and key supportive adults in a young person's life. This may include biological relatives, legal guardians, kinship carers, foster carers, residential care staff, or any other person identified by the young person (and/or their case manager) as having a significant, ongoing role in their care, welfare, or decision-making.

Personnel

All individuals engaged by Mountain Track in a work, mentoring, or service capacity, whether paid or unpaid, including employees, contractors, mentors, and volunteers.

Associates

Any person who is not classed as Personnel or a program participant but is otherwise engaged with Mountain Track in an official capacity, such as board members, inspectors, auditors, regulators, guest presenters, partner organisation representatives, or others granted access to Mountain Track premises or programs.

Child and Youth Safe Organisation: an organisation that values children and young people, promotes their safety, protection and wellbeing and takes steps to prevent, identify, respond to and report harm or risk of harm.

Child abuse and Child safety: encompasses the protection of all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

Conduct: the following conduct must be reported to any one of the three Child Safety Officers, as outlined in Section 4.7:

- A sexual offence committed against, with, or in the presence of a child, whether or not a criminal proceeding in relation to the offence has been commenced or concluded.
- Sexual misconduct committed against, with, or in the presence of a child.
- Physical violence committed against, with, or in the presence of a child.
- Any behaviour that causes significant emotional or psychological harm to a child.



- Significant neglect of a child.

Concerns about conduct towards and/or the wellbeing of a child that do not meet the definition of child abuse must still be reported to a Child Safety Officer or the Mountain Track Director (as outlined in Section 4.7). Examples include:

- Any Personnel in breach of the Child Safe Code of Conduct and displaying prohibited behaviours.
- Inappropriate gestures or behaviours directed towards a child by a member of the public.

Reasonable Belief: When an adult is concerned about the safety and wellbeing of a child or young person, they must assess that concern to determine if a report should be made to the relevant agency.

This process of considering all relevant information and observations is known as forming a 'reasonable belief'.

A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof but is a response formed by more than rumour or speculation.

A 'reasonable belief' is formed if it could be argued that another reasonable person in the same position would have formed the same belief on the same grounds.

Child Safety and Wellbeing Standards Policy

Mountain Track provides three overarching principles that demonstrate its understanding of various vulnerabilities; its valuing of diversity; and a zero-tolerance approach towards discriminatory attitudes and practices. Although all children are vulnerable, some children face additional vulnerabilities.

Mountain Track: Promotes the cultural safety, participation and empowerment of Indigenous and non-Indigenous children and their families; promotes the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families; and welcomes children with a disability and their families and designs programs to promote their participation.

Mountain Track's Child Safety Policy addresses the 11 Victorian Child Safety Standards in through the following strategies, procedures and commitments:



1. Mountain Track establish a culturally safe environment in which the diverse and unique identities and experiences of First Nations children and young people are respected and valued.

In complying with Child Safe Standard 1, Mountain Track will ensure that:

- A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported by Mountain Track's Personnel.
Strategies will include:
 - Consultation with members of senior Personnel in the design of children's programming that reflects and explores First Nations cultures, histories and visual languages.
 - Ensuring Department of Education Koorie Cross-Curricular Protocols are upheld, and Indigenous Cultural and Intellectual Property (ICIP) rights are respected.
 - Programs for children that encourage participation and are designed to be ethical, age appropriate and child friendly, culturally respectful, that are inclusive of diversity, and demonstrate respect for children of all ages, abilities, social and cultural backgrounds; that are voluntary and proceed with informed consent.
 - Celebrating different cultural events and key dates throughout the year online and in the Mountain Track.
 - Strategies are embedded within Mountain Track that equip all Personnel to acknowledge, appreciate, celebrate and promote First Nations culture, and understand its primary importance to the wellbeing and safety of Indigenous people, and to the reconciliation aspirations that might be fostered in all children and young people.
 - Measures and communications are adopted by Mountain Track to ensure racism within the organisation is identified, confronted and not tolerated.
 - The organisation's policies, procedures, systems and processes collectively, holistically work to ensure a culturally safe and inclusive environment to meet the needs of First Nations children, young people and their families.



2. Child safety and wellbeing is embedded in Mountain Track leadership, governance and culture.

- 2.1. At Mountain Track we are dedicated to upholding the highest standards of child safety and wellbeing. We believe that all children and young people have the fundamental right to feel secure and protected in every aspect of their involvement with our services. As an organisation, we unequivocally condemn any form of abuse or neglect towards children and young people.
- 2.2. All Personnel are responsible for promoting the safety and wellbeing of children and young people; All Personnel are responsible for adhering to Mountain Track's Child Safety Policy, and other relevant policies; All Personnel must sign and acknowledge the Mountain Track Child Safe Code of Conduct; and Child Safe Statement and Child Safety Policy available on Mountain Track's website.
- 2.3. Child safety and wellbeing is embedded into Mountain Track through our practice principles, policies and procedures, and through being lived by every associate of Mountain Track.
- 2.4. Mountain Track has zero tolerance of child abuse and is committed to upholding the Victorian Child Safe Standards in accordance with the Child Wellbeing and Safety Amendment (Child Safety Standards) Act 2015 (Vic) to the best of its abilities and resources. This is championed and modelled by all, from the top down, and the bottom up.
- 2.5. All Personnel are responsible and accountable for compliance with approved child safe systems of work and contribution to a child safety culture and must hold a current Working with Children Check.
- 2.6. In complying with Child Safe Standard 2, Mountain Track will ensure:
A public commitment to child safety: Mountain Track is committed to communicating our Child Safety Standards to our visitors by clearly displaying its Child Safe Standards on the Mountain Track's website; and providing a copy of the statement of commitment to Child Safe Standards. Child safety is explicitly integrated into Mountain Track's Constitution, Board Charter, and strategic planning processes. Governance documents are reviewed biennially to ensure alignment with current Child Safe Standards.
- 2.7. The Mountain Track Code of Conduct sets out the behavioural standards and responsibilities expected of all Personnel of Mountain Track.



- 2.8. In order for Mountain Track to provide the services it does it must take risks. However, we seek to minimise those through our Risk Management Policy and Procedure, which are centred on the principle of 'do no harm'.
- 2.8.1. Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.
- 2.9. Mountain Track Personnel understand their obligations on information sharing and recordkeeping.
- 2.10. Our governance framework in our Constitution prioritises implementation of child safety.
- 2.11. All child safety concerns brought to the Mountain Track's attention are addressed seriously and consistently within the Mountain Track's policies and procedures.

3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.

In complying with Child Safe Standard 3, Mountain Track will ensure that children and young people are informed about all of their rights, including to safety, information, and participation. Children and young people will be provided with multiple child-friendly communication channels, including anonymous options, for raising concerns or feedback.

- 3.1. The importance of friendships is recognised and support from peers is encouraged, to help children and young people feel safe and be less isolated.
- 3.2. Where relevant to the setting or context, children may be offered access to sexual abuse prevention programs and to relevant related information in an age-appropriate way.
- 3.3. Personnel are attuned to signs of harm and facilitate child-friendly ways for children to express their views, participate in decision-making and raise their concerns.
- 3.4. Strategies are in place to develop a culture that facilitates participation and is responsive to the input of children and young people i.e. Education program student surveys and Internship programs for school-aged children.



4. Families and communities are informed and involved in promoting child safety and wellbeing.

In complying with Child Safe Standard 4, Mountain Track will ensure that: It engages and openly communicates with families and the community about its child safe approach and makes relevant information accessible online and available in hard or soft copy to participating parties. Any unsupervised participation must be risk assessed and in full compliance with the Child Safe Code of Conduct and documented supervision protocols.

- 4.1. Where it is in a child's best interest, Mountain Track will seek to involve their Family in decisions affecting their child.
- 4.2. Mountain Track engages and openly communicates with Families and the community about its child safe approach and relevant information is accessible.
- 4.3. Mountain Track responds to feedback from Families and communities through texts, emails, verbal communication, and we seek their input as to how the young people are responding to our program. This in turn assists in the development and review of the organisation's policies and practices.
- 4.4. Families and communities have a say in the development and review of the organisation's policies and practices.
- 4.5. Families and the community are informed about the organisation's operations and governance.
- 4.6. Families and the community are informed about the organisation's operations and governance in relation to Child Safety via our newsletter, and social media posts.
- 4.7. The minimum requirements for a child/young person to be left in the care of Mountain Track are as follows: A Parent/ Legal Guardian is aware of Mountain Track's Child Safety Policy and reporting guidelines at the time of booking a workshop/enrolment.
- 4.8. A Parent/ Legal Guardian Consent Form and Emergency contact form needs to be filled out and signed by a parent or the child's guardian prior to being left in the care of the Mountain Track agreeing to the terms and conditions of Mountain Track
- 4.9. Adequate levels of supervision must be always provided for the child/young person; and Personnel (as required) are required to hold a current Working with Children Check.

5. Equity is upheld, and diverse needs respected in policy and practice.

In complying with Child Safe Standard 5, Mountain Track will ensure that: All Personnel understand children and young people's diverse circumstances and can respond to and support those who are vulnerable. All program discussions with children will remain within clear, honest, and realistic boundaries, with links to safeguarding and complaints processes.

The organisation pays particular attention to the needs of children and young people with disability, children and young people from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and youth.

- 5.1. Mountain Track, and those associated with it, acknowledge the strengths and individual characteristics and circumstances of each child. We respond to and provide support to those that are vulnerable.
- 5.2. Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.
- 5.3. Mountain Track seeks to provide for the unique characteristics and needs of all our children and young people, including those of Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and young people.
- 5.4. The organisation pays particular attention to the needs of First Nations children and youth and provides/promotes a culturally safe environment for them as detailed in Section 4.1
- 5.5. Mountain Track will ensure all programs for children encourage participation and are designed to be:
 - Ethical
 - Age appropriate and child friendly
 - Culturally respectful
 - Inclusive of a diverse range of children, demonstrating respect for children of all ages, abilities, social and cultural backgrounds
 - Positive and fun
 - Voluntary and with informed consent; and
 - Clear, honest, and realistic about the boundaries of discussions.

6. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

In complying with Child Safe Standard 6, Mountain Track will ensure that: Recruitment, including advertising, referee checks and Personnel preemployment screening, emphasise child safety and wellbeing. All referee checks and pre-employment screening outcomes are documented and retained in accordance with privacy legislation.

All Personnel receive Police Checks and an appropriate induction to ensure they are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.

All Personnel have current Working with Children checks or equivalent background checks.

- 6.1. Recruitment, including advertising, referee checks and Personnel pre-employment screening, emphasise child safety and wellbeing.
- 6.2. Relevant Personnel have current working with children checks or equivalent background checks.
- 6.3. All Personnel receive an appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.
- 6.4. Ongoing supervision and relevant people management is focused on child safety and wellbeing.

7. Processes for complaints and concerns are child focused.

In complying with Child Safe Standard 7, Mountain Track has an accessible; child focused complaint-handling policy, which clearly outlines the roles and responsibilities of the Personnel and approaches to dealing with different types of complaints, breaches of relevant policies or the Child Safe Code of Conduct. The Child Safe Complaint Handling Policy will be made publicly available on the Mountain Track website and will include processes for handling anonymous complaints.

Mountain Track's Child Safety Officers are the first point of contact to provide advice and support to children, parents/legal guardians and Mountain Track Personnel regarding the safety and wellbeing of children. This includes being the first point of contact for dealing with and reporting complaints of non-compliance with this Policy and Child Safe Code of Conduct.



7. All complaints are to be taken seriously and responded to promptly and thoroughly. Mountain Track has clear expectations for all Personnel in making a report about a child or young person who may need protection.
 - 7.1. All Personnel of Mountain Track are aware of our requirements to report certain complaints and concerns to the relevant authorities. All Personnel must follow the Mountain Track's Child Safe Code of Conduct and its detailed response and reporting obligations and procedures.
 - 7.2. We have an accessible, child focused Complaint Handling Procedure which clearly outlines the roles and responsibilities of leadership and Personnel approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.
 - 7.3. Mountain Track complaint handling processes are understood by children and young people, Families, Personnel, and are culturally safe. Effective complaint handling processes are understood by children and young people, Families, and Personnel, and are culturally safe
 - 7.4. Reporting, privacy and employment law obligations are met.
 - 7.5. If the incident is a criminal offence, the incident must also be reported to the Police on 000 or call the 24-hour Child Protection Crisis Line on 13 12 78.
 - 7.6. A Mountain Track Incident Reporting and Investigation Procedure will need to be filled out immediately and sent to a Child Safety Officer or the Mountain Track Director via email and followed up verbally.
 - 7.7. If any Personnel, a child or a member of the public has a reasonable belief that an incident has occurred then they must report the incident in the first instance to one of our in house Child Safety Officers.

8. Personnel are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

In complying with Child Safe Standard 8, Mountain Track will ensure that: Personnel are trained and supported to effectively implement the organisation's Child Safety Policy. All Personnel must complete mandatory child safety induction and training prior to commencing any duties involving children or young people.

Mountain Track values continuous learning and development across the entire organisation. With respect to Personnel, this means we ensure they have access to ongoing professional development and are encouraged by senior management to bring forward their ideas to improve Mountain Track and its programs.

- 8.1. Personnel receive training and information to recognise indicators of child harm including self-harm, harm caused by other children and young people.
- 8.2. Personnel receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.
- 8.3. Personnel receive training and information on how to build culturally safe environments for children and young people.
- 8.4. Personnel are trained and supported to effectively implement the organisation's child safety and wellbeing policy.
- 8.5. Mountain Track maintains strong human resource practices that reduces the risk of child abuse by new or existing Personnel.
- 8.6. All Personnel of Mountain Track who are working with children are screened, and we work to identify and avoid recruiting people who are not suitable to work with children.
- 8.7. All Personnel of Mountain Track working with children are required to have a Working with Children Check, National Police Check, referee checks and identity checks and must be able to produce their Working with Children Check upon request.
- 8.8. All Personnel participate in weekly 1:1 meeting with a director and participate in clinical supervision with a social worker who specialises in childhood trauma on a three-weekly basis.
- 8.9. Training and education are important to ensure that everyone in the Mountain Track's organisation understands that child safety is everyone's responsibility.

- 8.10. We promote a culture that aims for all Personnel to feel confident and comfortable in coming forward with any allegations or suspicions of child abuse or child safety concerns.
- 8.11. Training and information are made available to Personnel to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse.
- 8.12. Engage only the most suitable people to work with children and have high quality Personnel supervision and professional development.

9. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

In complying with Child Safe Standard 9 Mountain Track will ensure that: Personnel identify and mitigate risks in online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities. All physical and online risk management plans will be documented and formally reviewed at least annually.

Where contractors or third parties are used for services, Mountain Track has policies and procedures that ensure the safety of children and young people.

- 9.1. Personnel are responsible for identifying and mitigating risks in the online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.
- 9.2. The online environment is used in accordance with the organisation's Code of Conduct and child safety and wellbeing policy and practices.
- 9.3. Risk management plans consider risks posed by organisational settings, activities, and the physical environment.
- 9.4. Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.
- 9.5. Mountain Track aims to protect the safety and privacy of children while in the Mountain Track and online environments by: Only publishing images that do not contain identifying information about children (e.g school uniform, name) unless otherwise agreed;

Obtaining informed consent prior to taking or publishing images, from a parent/legal guardian.

- 9.6. Informing parents/legal guardians if Mountain Track wants to film or take photos of children for evaluation purposes or to improve visitor experiences.
- 9.7. Making sure professional photographers are aware that any images taken will remain the property of Mountain Track and cannot be used or sold for other purposes; and making sure photographers are not left unsupervised with children and do not have individual access to children.

10. Implementation of the Child Safe Standards is regularly reviewed and improved.

In complying with Child Safe Standard 10, Mountain Track will ensure that: The organisation regularly reviews, evaluates and improves child safe practices. Consultation will occur directly with local First Nations community members, Elders, and cultural representatives in the design of children's programming, ensuring authentic inclusion of First Nations perspectives and practices.

- 10.1. Complaints, concerns and safety incidents are analysed to identify causes and any anomalous or systemic failures to inform continuous improvement. This provides Personnel with guidance on how best to support children and how to avoid or better manage difficult situation. We strive to identify causes and systemic failures to inform continuous improvement.
- 10.2. Mountain Track monitors and evaluates the effectiveness of the actions it takes to reduce or remove risks to child safety; more information can be found in the Mountain Track's risk assessment register.
- 10.3. Mountain Track values continuous learning and development across the entire organisation.
- 10.4. We regularly review, evaluate and improve child safe practices. We identify and mitigate the risks of child abuse at Mountain Track by considering the nature of activities to be conducted and the characteristics and needs of all children expected to be present in our programs.
- 10.5. Mountain Track reports on the findings of relevant reviews to Personnel, community and Families and children and young people.



- 10.6. Mountain Track's Child Safe Code of Conduct be readily available on our website, and our intranet for all Personnel to read at any time.
- 10.7. Mountain Track complies with legal obligations that relate to managing the risk of child abuse under the Children, Youth and Families Act 2005 (Vic.), the Crimes Act 1958 (Vic.) and the recommendations of the Betrayal of Trust report.

11. Policies and procedures document how the organisation is safe for children and young people.

In complying with Child Safe Standard 11, Mountain Track will ensure that our policies and procedures address all Child Safe Standards. Policies and procedures are documented and easy to understand.

We share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and value the input of and invite feedback from Mountain Track visitors.

- 11.1. Safeguarding children and young people is the responsibility of all Mountain Track's Personnel.
- 11.2. All children and young people have a right to feel safe, and to be safe at all times. Mountain Track does not tolerate any abuse or neglect of children or young people.
- 11.3. All Personnel must ensure the best interests of children and young people are paramount when responding to, and reporting concerns about, their safety and wellbeing.
- 11.4. The prevention, identification, and reporting of suspected or actual abuse to, or neglect of, children and young people are integral parts of a child and youth safe organisation. Mountain Track's Reporting Risk of Harm Procedure will ensure that as individual Personnel, and as an organisation, we are meeting our legal and ethical obligations to report risk of harm or harm to children and young people.
- 11.5. Personnel must be familiar with all practice guidelines relevant to their service to assist them to appropriately and safely respond to children and young people, should they disclose information to them about abuse or neglect.
- 11.6. In the situation where a member of our Personnel makes a child protection report, we must ensure that support is available for the



child or young person, other affected people (such as Family members), and for the employee making the child protection report, particularly where an ongoing service is provided to the child or young person and/or their Family.

- 11.7. Mountain Track Personnel complete training in our organisational policy and procedures to internally and/or externally report and investigate allegations of child abuse or neglect concerning Mountain Track workers.
- 11.8. Ensure that no one is prohibited or discouraged from reporting an allegation of child abuse to a person external to the Mountain Track or from making records of any allegation.

ROLES AND RESPONSIBILITIES

1. The Board

In accordance with the National Principles for Child Safe Organisations, it is the responsibility of the Board to ensure that:

- 1.1. Mountain Track has the appropriate policies, procedures and culture in place to:
 - 1.1.1. proactively promote child safety;
 - 1.1.2. safeguard against the risk of harm to children and young people; and
 - 1.1.3. ensure that management responds effectively if harm is suspected or confirmed.
- 1.2. Mountain Track strategic plans and statements about our mission are developed with specific consideration of child safety.

2. Line Managers

- 2.1. It is the responsibility of Line Managers to induct all Personnel new to Mountain Track to this Policy during their period of induction and orientation.
- 2.2. It is the responsibility of Line Managers to lead the embedding of a child safe culture within their area, and to proactively seek out, identify and address any issues or concerns.

3. All Personnel

- 3.1. It is the responsibility of all Mountain Track Personnel to ensure practices comply with this Policy and any future revisions made.



- 3.2. It is the responsibility of all Mountain Track Personnel to ensure they have read, understood and comply with this Policy.
- 3.3. It is the responsibility of all Mountain Track Personnel to actively promote a child safe culture within their area, and to raise any issues or concerns which they observe.

MODIFYING POLICIES & PROCEDURES

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practices, or organisational structure. To be reviewed annually on the second Monday in August.

REFERENCES

This policy is guided by and complies with all relevant legislation including, but not limited to, the Children, Youth and Families Act 2005 (Vic.), Child Wellbeing and Safety Act 2005 (Vic.), Working with Children Act 2005 (Vic.), Equal Opportunity Act 2010 (Vic.), Privacy Act 1988 (Cth), and Crimes Act 1958 (Vic.).

[National Principles for Child Safe Organisations](#)

[Child Wellbeing and Safety Act 2005 | legislation.vic.gov.au](#)

[United Nations Convention on the Rights of the Child](#)

[Crimes Act 1958 | legislation.vic.gov.au](#)

[Betrayal of trust fact sheet: The new organisational duty of care to prevent child abuse | Department of Justice and Community Safety Victoria](#)

ANNEXES

Child Safety Statement of Commitment



Child Safety Statement of Commitment

Procedure	Child Safety Statement of Commitment		
Policy	MTPR 001.1 Child Safety Statement of Commitment		
Created	Jax Rixon	Date	1 December 2023
Modified	Linda Snell	Date	18 August 2025

All children and young people have a right to feel safe, and to be safe at all times. Mountain Track will not tolerate any abuse or neglect of children or young people.

We are committed to creating environments which are child safe and child friendly in line with our Purpose and Values. We take a preventative and proactive approach to the safety and wellbeing of children and young people, that everyone understands and where everyone feels confident to have a say and raise any concerns.

We respect and value the rights of all children and young people and support them to reach their full potential. We recognise that particular consideration needs to be paid to the cultural safety of Aboriginal and Torres Strait Islander children and young people. We also acknowledge the particular needs of children and young people arising from their cultural and linguistic background, sexuality, gender diversity, disability, or as a result of domestic and family violence or other trauma.

Safeguarding children and young people are the responsibility of all Mountain Track's staff, contractors, volunteers, people involved with the organisation and its programs and the Board of Mountain track.

Mountain Track will:

1. Drive a culture of child safety at all levels of the organisation.
2. Take all allegations or disclosures of abuse or neglect seriously, respond appropriately, report concerns to the relevant authorities, and uphold our values of respect and integrity at all times. The safety of the child/young person will be our primary consideration, and no Mountain Track person will obstruct any investigation or collude to protect any person or organisation.



3. Empower children, young people, families and communities to participate in decisions which affect their lives.
4. Value diversity and promote inclusive practices.
5. Employ and engage only people who are suitable to work with children and young people and provide high quality supervision and support. All personnel are responsible and accountable for compliance with approved child safe systems of work and contribution to a child safety culture and must hold a current Working with Children Check.
6. Ensure children and young people who feel unsafe, or wish to raise a concern know who to talk with and feel comfortable to do so.
7. Ensure staff are equipped with the knowledge, skills and awareness to keep children safe.
8. Maintain the safety, suitability and security of our physical and online environments which children and young people access.
9. Embed Child Safe principles within our quality assurance practices.
10. Undertake regular review of policy and procedures that document how our organisation is child safe. The above responsibilities are detailed within our MTPO 001 Child Safety and Wellbeing Policy, Code of Conduct, organisational policies and procedures and our Reconciliation Action Plan.

Board Approval

This *Child Safety and Wellbeing Policy* was reviewed and approved by the Board of Mountain Track Inc. on the date below. It will remain in force until it is replaced or revoked by the Board.

Name & Position		Signature	Date
Director	David Butler	 David Butler (Aug 18, 2025 11:51:29 GMT+10)	18/08/2025 / _____
Director	Laura Myer	 Laura Myer (Aug 18, 2025 11:54:31 GMT+10)	18/08/2025 / _____
Director	Richard Bull	 Richard Ian Bull (Aug 18, 2025 12:04:53 GMT+10)	18/08/2025 / _____

Date of Adoption: ____ / ____ / ____

Next Scheduled Review Date: 10 August 2026

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Final Audit Report

2025-08-18

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2025-08-18 - 2:01:52 AM GMT
-  Signer rbull@lbwca.com.au entered name at signing as Richard Ian Bull
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 Document e-signed by Richard Ian Bull (rbull@lbwca.com.au)

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