

CHILD SAFEGUARDING POLICY

REED is committed to providing a child safe environment where children's safety and wellbeing is supported and children feel respected, valued and encouraged to reach their full potential. REED embeds the National Principles for Child Safe Organisations WA and promotes a culture of safety and wellbeing to minimise the risk of child abuse or harm to children whilst promoting children's sense of security and belonging.

PURPOSE

REED is committed to ensuring that all children attending or visiting our ECEC services, events and premises are safe from harm and abuse. Children's wellbeing, and their right to feel safe, heard and understood, is our priority. We have zero tolerance for child abuse and actively embed child safeguarding practices to create environments where children feel valued, protected and safe.

We are committed to promoting cultural safety for Aboriginal and Torres Strait Islander children and to providing inclusive, respectful environments for children from culturally and linguistically diverse backgrounds, LGBTQIA+ children, and children with disability.

All child safety concerns are taken seriously and responded to promptly and consistently in line with REED policies and procedures.

SCOPE

This policy applies to the Approved Provider, Nominated Supervisors, Educators, Employees, students, volunteers, children and Families.

EDUCATION AND CARE SERVICES NATIONAL LAW AND REGULATIONS (WA)

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|--------------|---|------------------|--|
| R.82 | Environment to be free from tobacco, vaping devices, vaping substances, drugs and alcohol | R.168 | Education and care service must have policies and procedures |
| R.84 | Awareness of Child Protection Law | R.175 | Prescribed information to be notified to Regulatory Authority |
| R.86 | Notification to parents of incident, injury, trauma and illness | R.176 | Time to notify certain information to Regulatory Authority |
| R.87 | Incident, injury, trauma and illness record | S.162 (A) | Persons in day-to-day charge and nominated supervisors to have child protection training |
| R.115 | Premises designed to facilitate supervision | S.165 | Offence to inadequately supervise children |
| R.147 | Staff records | S.166 | Offence to use inappropriate discipline |
| R.155 | Interactions with children | S.167 | Offence relating to protection of children from harm and hazard |
| R.166 | Children not to be alone with visitors | S.174 | Offence to fail to notify certain information to the Regulatory Authority |

THE APPROVED PROVIDER WILL ENSURE:

Child-safe recruitment, screening, and pre-employment practices align with legislation and best practice. Employees receive annual child protection training and ongoing professional development. Families and the community have opportunities to contribute to child safety approaches, while complaints and safety concerns are monitored and analysed to manage risk and support continuous improvement. Clear, culturally safe, developmentally appropriate, and accessible information promotes awareness of child safeguarding, children’s rights, and reporting pathways.

THE NOMINATED SUPERVISOR WILL ENSURE:

Child-safe recruitment, induction, and training are implemented, maintained, and any gaps addressed promptly in line with organisational policy. Educators, employees, students, and volunteers are informed of and comply with the Code of Conduct, child safety responsibilities, complaint processes, and reporting requirements. A child-safe culture is promoted through visible, accessible information and reporting pathways. Families and the community can provide feedback, while complaints and concerns are monitored, managed, and escalated as needed. Staffing arrangements support effective supervision, safety, and accountability.

EDUCATORS AND OTHER EMPLOYEES WILL:

Complete mandatory child safety training and provide culturally safe, inclusive, and responsive environments that actively seek and respect children’s voices. Ensure children’s rights to agency and choice are upheld, encourage children to speak up, and obtain consent in all interactions. Regularly assess and address risks to children’s safety and wellbeing, including environmental hazards and online safety. Ensure Protective Behaviours Programs and help-seeking strategies are implemented consistently.

Adhere to the National Model Code, maintain privacy and confidentiality, ensure the safe use of technology and media, document and report all concerns of suspected abuse, and comply with REED policies, procedures, and codes of conduct. Engage families and communities respectfully, supporting the safety, dignity, and wellbeing of every child.

FAMILIES WILL:

Act respectfully and safely in all interactions with REED employees when visiting services. They will have opportunities to communicate openly about child safety, health, and wellbeing, and collaborate on policies, procedures, quality standards, safeguarding strategies, and inclusive environments.

STUDENTS, VOLUNTEERS, VISITORS, CONTRACTORS AND ASSOCIATES WILL:

Abide by REED’s policies, procedures and child safe code of conduct at all times.

RELATED DOCUMENTS

| RESOURCES | POLICIES | PROCEDURES |
|---|---|---|
| Child Safe Referral Form-1Place National Principles for Child Safe Organisations Recognising Child Abuse information booklet Reportable Conduct (Ombudsman WA) | Right2Report Policy Child Protection Policy Mandatory Reporting Policy Child Safe Environment Policy Code of Conduct Policy Family Communication Policy Interactions with Children Policy Privacy and Confidentiality Policy | Right2Report Procedure Child Protection Procedure Mandatory Reporting Procedure Child Safe Code of Conduct |

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|--|---|--|
| | Recruitment Policy Staffing Arrangements Policy Student, Volunteer and Visitors Policy Supervision Policy Work Health and Safety Policy | |
|--|---|--|

SOURCE

Australian Children’s Education & Care Quality Authority. (2026). [Guide to the National Quality Framework](#)

Australian Government Department of Education. [Belonging, Being and Becoming: The Early Years Learning Framework for Australia](#).V2.0, 2022

Australian Government Australian Institute of Family Studies. (2018). [Australian child protection legislation](#)

Australian Government: Australian Institute of Family Studies. (2017). [Mandatory reporting of child abuse and neglect](#)

Government of Western Australia. Department of Communities, Child Protection and Family Support. (2019). [About mandatory reporting legislation](#)

[Children and Community Services Act 2004](#)

Early Childhood Australia Code of Ethics. (2016).

[Parliamentary Commissioner Amendment \(Reportable Conduct\) Act 2022](#)

Education and Care Services National Law Act 2010. (Amended 2026).
https://www.legislation.wa.gov.au/legislation/statutes.nsf/law_a146885.html

[Education and Care Services National Regulations](#). (March 2026).

Freedom of Information Act 1992

Government of Western Australia. [Working with Children Check](#) Guide to the National Quality Framework. (Amended 2023).

Ombudsman Western Australia. Reportable Conduct Scheme (the Scheme) 2022.

Revised National Quality Standard. (2018).

[Western Australian Education and Care Services National Regulations](#)

Working with Children (Criminal Record Checking) – Amendment Act 2022 (Amendment Act)
<https://www.education.gov.au/early-childhood/about/quality-and-safety/national-child-safety-training>

REVIEW

| POLICY REVIEWED | MODIFICATIONS | NEXT PLANNED REVIEW DATE |
|-----------------|--|--------------------------|
| 07.05.2026 | <ul style="list-style-type: none"> •Modification of template •Revision of content (succinct and explicit) •Updated related resources, policies and procedures | 07.05.2028 |
| 21.10.2024 | Approved by REED Board | 21.10.2025 |