

Child Safety and Wellbeing Policy

Policy Type	Governance Policy	Version:	1.0
Responsible Officer	Manager Information Systems & Governance	Date Approved:	16/09/2026
Review Officer:	Director Corporate & Community Services	Review Due:	16/08/2028
Author:	Senior Advisor Governance & Compliance	Commencement:	16/09/2026

1. PURPOSE

To demonstrate Council's commitment to providing child safe services and environments to meet its obligations pursuant to the *Child Safe Organisations Act 2024* (Qld) (the Act).¹

2. SCOPE

This policy applies to all Workers (see Definitions).

3. POLICY STATEMENT

Council has zero tolerance for child abuse and is committed to promoting the safety, wellbeing and cultural safety of children.

Council will implement and uphold the Child Safe Standards and the Universal Principle pursuant to the Act and will take reasonable steps to prevent, identify and respond to risks of harm to children.

In carrying out its functions and activities, Council will:

- embed child safety and wellbeing in Council's leadership, governance and organisational culture;
- remain mindful of child safety and wellbeing;
- promote the participation, rights and wellbeing of children;
- respect diversity and uphold the cultural safety of Aboriginal and Torres Strait Islander children;
- ensure workers are suitable, supported and appropriately trained to work with children;
- maintain child-focused processes for responding to concerns, complaints and reportable conduct;
- manage risks to children in Council's physical and online environments;
- monitor, review and continually improve child-safe practices; and
- maintain policies, procedures and a Code of Conduct that support compliance with the Act.

4. REPORTING

Council will comply with all reporting obligations under the Act², including the Reportable Conduct Scheme.

Operational requirements are detailed in the *Child Safety and Wellbeing Reporting Procedure* (MSC).

5. DEFINITIONS

Child/children means persons under the age of 18 years.

Child Safety refers to the preservation and protection of children's safety, wellbeing and cultural safety in its broadest sense.

¹ See *Child Safe Organisations Act 2024* (Qld) s 10(1)(b)(i). See also sch 1(13)(c).

² Ibid s 29(b)(i). See also sch 2(9)(c).

Universal Principle means making Aboriginal and Torres Strait Islander children feel welcome, safe, valued, included and respected.

Worker means:

- an employee of the entity
- a volunteer
- a contractor, subcontractor or consultant
- an individual supplied by a provider of labour hire services
- an executive officer of the entity, or another person concerned with the entity's management
- a trainee or person undertaking work experience

6. RELATED DOCUMENTS AND REFERENCES

Child Safe Code of Conduct (MSC)

Child Safe Organisations Act 2024 (Qld)

Child Safety and Wellbeing Reporting Procedure (MSC)

Enterprise Risk Management Framework (MSC)

Guidelines for Implementing the Child Safe Standards in Queensland (September 2025) – Queensland Government

7. REVIEW

It is the responsibility of the Manager Information Systems & Governance to monitor the adequacy of this policy and implement and approve appropriate changes. This policy will be formally reviewed every two (2) years and after any critical incident or as required by Council.