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## CHILD SAFETY AND WELLBEING POLICY

### EASY READ VERSION

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**Responsible Officer:** Jacinda Armstrong, CEO

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#### How Playgroup Tasmania Keeps Children Safe

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#### Every Child Has the Right to Be Safe

At Playgroup Tasmania, we believe every child should feel safe in their body, mind and feelings. We work hard to make playgroups safe, fun, and welcoming for everyone.

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#### Why This Document Is Important

This guide:

- Explains how Playgroup Tasmania keeps children safe
- Shows what staff, volunteers, and community members must do
- Describes the laws that Playgroup Tasmania must obey
- Replaces any older child safety policies

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#### Who This Is For

This applies to **everyone** at Playgroup Tasmania, including:

- Staff and volunteers
- Board members
- Contractors and registered visitors
- Playgroup leaders
- Parents and caregivers
- Children who attend playgroup

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#### Our Promises to Children

We promise to:

- Protect the rights of all children
- Create playgroups where children are safe, respected, and included
- Encourage children to feel proud of themselves and their culture
- Keep improving how we do things to follow the law and best practices

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#### What Laws We Follow

We follow:

- [Tasmanian Child and Youth Safe Organisations Act 2023](#)– a law to help keep children safe when they are involved with organisations like school, clubs, churches or playgroups
- [Tasmanian Child and Youth Safe Standards](#)– These are 10 standards that help keep children and young people safe and well
- [Tasmanian Reportable Conduct Scheme](#)– a system to make sure complaints about adults working with children are taken seriously
- [United Nations Convention on the Rights of the Child](#)– an agreement between countries (including Australia) about how children should be treated

This means:

- Everyone must help keep children safe
- If someone who works or volunteers at playgroup is worried about a child, they must speak up and report it
- If we think a child has been harmed by someone in the organisation, we will take it seriously and look into what happened
- We will follow the reportable conduct law and tell the [Independent Regulator](#)
- The regulator will check what happened and focus on what is best for the child

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#### What Families Need to Know

Parents and caregivers are still responsible for their children at playgroup. However, everyone needs to help keep children safe.

We want to make playgroups:

- Fun and safe for everyone
- A place for families to learn and grow together

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#### How Playgroups Help Keep Children Safe and Well

##### 1. Strong Families Help Keep Children Safe

- Families are children's first teachers
- At playgroup, families learn, share, and support each other
- We build on family strengths

##### 2. Connection and Community

- Playgroups help families feel connected and supported
- Families build friendships at playgroups and can find out how to get help
- We provide information about local activities and referrals to services

##### 3. Listening to Children

- We listen to children through their play and ideas
- Their voices help shape our programs and the way we do things
- We explain their rights in child-friendly ways

##### 4. Respect and Safety

- We talk with children about feelings, respect, and staying safe
- We teach children about respect and keeping safe through play, stories, and songs

##### 5. Helping Early

- We check in with families and help early when needed
- We offer support before small problems grow bigger



#### Who Keeps Children Safe at Playgroup Tasmania



##### The Board

- Makes sure child safety expectations are in place and followed.



##### The CEO

- Makes sure everything is working well to keep children safe
- Checks that staff and volunteers have Registration to Work with Vulnerable People and a police check to help make sure they can be trusted around children
- Reports serious child safety concerns
- Trains and supports staff

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#### Staff, Volunteers and Leaders must

- Learn and understand how to keep children safe
- Help create safe, respectful spaces
- Look for and fix risks
- Ask questions if they're unsure
- Teach others how to spot and report unsafe behaviour
- Report concerns about a child's safety



#### Our Child Safety Commitments

##### Keeping Aboriginal and Torres Strait Islander Children Safe

We promise to make sure Aboriginal and Torres Strait Islander children:

- Feel safe
- Feel proud of who they are
- Feel respected
- Feel like they belong at Playgroup Tasmania
- Know that their culture matters

##### 1. We Put Children's Safety First

We always think about what's best for children

##### 2. We Listen to Children

We ask children for their ideas and include them in decisions

##### 3. We Work With Families

Families help shape our safety policies and can give feedback

##### 4. We Welcome Everyone

We treat all children and families fairly and with respect

##### 5. We Check Staff and Volunteers

We make sure all helpers are safe and ready to work with children

##### 6. We Let Children Speak Up

Children can tell us if something feels wrong—we will listen

##### 7. We Teach About Child Safety

Staff and volunteers are trained to protect children

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#### 8. We Make Safe Spaces – Online and In Person

We check our locations and online tools to make sure they're safe

#### 9. We Review Our Policies Often

We check our safety policies every 2 years or sooner if needed

#### 10. We Share Our Policies Clearly

You can find our safety policies

- On our website ([www.playgrouptas.org.au](http://www.playgrouptas.org.au))
- In staff training
- In our online playgroup toolkits
- On posters at playgroup
- In plain language and easy-to-read versions (this one!)



#### More Information

You can learn more from these laws, websites, and government links

Tasmanian Government, "Child and Youth Safe Organisations Act 2023"

<https://www.legislation.tas.gov.au/view/html/asmade/act-2023-006>

Tasmanian Government, "Children, Young Persons and Their Families Act 1997" (updated 1 July 2022)

[View – Tasmanian Legislation Online](#)

[Guide to Tasmania's child safety services – Department for Education, Children and Young People \(decyp.tas.gov.au\)](#)

Tasmanian Government, Department of Justice: "Child and Youth Safe Organisations Framework"

<https://www.justice.tas.gov.au/carcru/child-and-youth-safe-organisations-framework>

Tasmanian Government, Office of the Tasmanian Independent Regulator: Safeguarding / Regulation / Education" <https://oir.tas.gov.au>

National Principles for Child Safe Organisations,

<https://childsafe.humanrights.gov.au/national-principles>

Registration to Work with Vulnerable People in Tasmania

Regulations 2024 <https://www.legislation.tas.gov.au/view/html/inforce/current/sr-2024-016>

Information and requirements <https://www.justice.tas.gov.au/rwvp>

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Employer obligations <https://www.justice.tas.gov.au/rwvp/obligations/employer-obligations>

United Nations Convention on the Rights of the Child <https://www.unicef.org.au/united-nations-convention-on-the-rights-of-the-child>

United Nations Convention On The Rights Of Persons With Disabilities  
[Convention on the Rights of Persons with Disabilities \(CRPD\)](https://www.unicef.org.au/united-nations-convention-on-the-rights-of-the-child)