



## Child Safe Policy

*February 2024*

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<b>Approved by</b>	Chief Executive Officer
<b>Approval Date</b>	22 January 2024
<b>Effective Date</b>	22 January 2024
<b>Review Period</b>	Every twelve (12) months
<b>Review Date</b>	22 January 2025

# Table of Contents

<b>1. Purpose</b>	<b>1</b>
<b>2. Scope</b>	<b>1</b>
<b>3. Terms and Definitions</b>	<b>1</b>
<b>4. The Child Safe Standards and the National Principles</b>	<b>2</b>
<b>5. Statement of Commitment to being a Child Safe Organisation</b>	<b>3</b>
<b>6. Child and Youth Participation and Empowerment</b>	<b>3</b>
<b>7. Engaging with Families and the Community</b>	<b>4</b>
<b>8. Diversity and Inclusion</b>	<b>4</b>
<b>9. Recruitment and Screening</b>	<b>4</b>
<b>10. Complaints Handling</b>	<b>5</b>
<b>11. Risk Management</b>	<b>5</b>
<b>12. Roles and Responsibilities</b>	<b>5</b>
<b>13. Confidentiality and Privacy</b>	<b>7</b>
<b>14. Record Keeping</b>	<b>8</b>
<b>15. CCTV and Surveillance</b>	<b>8</b>
<b>16. Breaches of this Policy and Supporting Procedures</b>	<b>9</b>
<b>17. Policy Review</b>	<b>10</b>
<b>18. Related Policies and Procedures</b>	<b>10</b>
<b>19. Relevant Legislation</b>	<b>10</b>
<b>20. Document Control</b>	<b>11</b>
Appendix A - State Regulatory Frameworks	12
Appendix B - Identifying the Forms and Possible Signs of Abuse	14

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# 1. Purpose

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BlueFit acknowledges it has a responsibility for the safety of children and young people participating in its activities or visiting BlueFit facilities. It also recognises that clear and comprehensive child safety policies and procedures are of benefit to everyone involved with BlueFit, including staff.

The key objectives of the *Child Safe Policy* (this Policy) are to:

- Promote a safe environment for children and young people at BlueFit facilities
- Outline BlueFit’s commitment to protecting children from the risks of child abuse
- Provide clear guidance to staff on their child safeguarding responsibilities
- Embed the Child Safe Standards / the National Principles throughout BlueFit’s leadership, operations and culture.

# 2. Scope

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This Policy applies to BlueFit staff and Board members. For the purpose of this Policy, BlueFit staff includes full time employees, part time employees, casual employees, contractors, Board members and volunteers.

This Policy extends to all aspects of BlueFit’s activities and programs.

# 3. Terms and Definitions

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For the purposes of this Procedure:

Term	Meaning
<b>Blue Card</b>	Refers to the legislative requirement to obtain a Blue Card to work or volunteer with children in Queensland.
<b>CALD</b>	Culturally and Linguistically Diverse.
<b>Child</b>	Refers to a person under the age of 18 years, unless under the law applicable to the child, majority is attained earlier.

<b>Child abuse</b>	Refers to the acts or omissions (neglect) that result in, or have the likelihood to result in, harm to a child. The forms of child abuse are sexual abuse, emotional abuse, neglect, physical abuse, and exposure to family violence.
<b>Child Safe Organisation</b>	Refers to an organisation that consciously and systematically creates conditions that reduce the likelihood of harm to children. It creates conditions that increase the likelihood of identifying and reporting harm and responds appropriately to disclosures, allegations, or suspicions of harm.
<b>Child Safety Officer (CSO)</b>	Refers to the individuals appointed by BlueFit who are responsible for matters relating to child safety, including the management of child safety complaints.
<b>Facility</b>	Refers to a facility operated by BlueFit.
<b>The National Child Safe Standards</b>	Refers to the 10 key elements that create a Child Safe Organisation. The Standards provide clear guidance for organisations to create cultures and adopt strategies to put the interests of children first, to keep them safe from harm.
<b>The National Principles for Child Safe Organisations ('the National Principles')</b>	Refers to the national framework to create child safe organisations. The National Principles reflect the 10 Child Safe Standards and cover all forms of abuse.
<b>National Safety Manager</b>	Refers to the individual appointed by BlueFit who is responsible for child safety matters across the organisation.
<b>Patron</b>	Refers to any adult (who is not a BlueFit staff member) who visits a BlueFit Facility.
<b>Victorian Child Safe Standards</b>	Refers to the mandatory framework in Victoria that requires child-related organisations to implement policies and strategies to protect children from abuse. In Victoria, there are 11 Child Safe Standards.
<b>Working with Children Check (WWCC)</b>	Refers to the legislative requirement to obtain a WWCC clearance to work or volunteer with children.

## 4. The Child Safe Standards and the National Principles

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This Policy outlines how BlueFit implements the Child Safe Standards and the National Principles into its leadership, operations and culture.

Each State and Territory Government is responsible for implementing legislation to embed and monitor compliance with the Child Safe Standards and/or the National Principles. Refer to **Appendix A** for guidance on State/Territory regulatory frameworks relevant to BlueFit's Facility locations.

## 5. Statement of Commitment to being a Child Safe Organisation

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BlueFit has zero tolerance for child abuse. BlueFit is committed to being a Child Safe Organisation, and embedding child safety into everyday practices by:

- Promoting the rights of children by providing them with a safe space to share their views and participate in decisions that affect them
- Communicating BlueFit's child safety approach to the community and throughout the organisation
- Recognising and respecting the diverse needs of Aboriginal and Torres Strait Islander children, children from CALD backgrounds, and children with a disability
- Adopting stringent recruitment and selection processes that emphasise child safety, to ensure only suitable individuals are engaged to work with children
- Escalating and reporting child safety complaints in accordance with the *Child Safe Complaints Handling Procedure*, including reporting complaints to external authorities
- Providing staff with ongoing child safe training and education to equip them with the skills and knowledge required to keep children in the BlueFit community safe from abuse
- Ensuring BlueFit staff are aware of and understand:
  - Their child safe responsibilities and child safe legal reporting obligations
  - BlueFit's child safe policies and procedures, including the standards of behaviour required by BlueFit's *Child Safe Code of Conduct*
- Completing risk assessments for all programs and activities that involve interacting with children
- Adopting mitigation strategies to reduce risks to children in both physical and online environments in accordance with the *Child Safe Risk Management Procedure*

Continually improving child safe policies, procedures and practices through policy reviews and audits following any child safety complaint or concern.

## 6. Child and Youth Participation and Empowerment

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BlueFit values and respects children as individuals. BlueFit recognises it has a significant role in empowering children to develop to their full potential. BlueFit empowers children and promotes their participation by:

- Providing children with age-appropriate information about BlueFit's child safety approach including:

- Children's rights to speak up
- Appropriate and inappropriate behaviours
- How to raise safety concerns at BlueFit.
- Providing staff with training and education on how to empower children and promote their participation
- Delivering programs and activities that are suitable to the age, development, capability and understanding of the children involved
- Encouraging children to communicate their boundaries relating to physical contact
- Providing children with opportunities to set goals relating to their participation in programs and activities
- Recognising the efforts of children to encourage a growth mindset and build their confidence
- Supporting children to develop and sustain positive friendships.

## 7. Engaging with Families and the Community

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BlueFit actively engages with parents, families and the community regarding its child safety approach. BlueFit is committed to:

- Communicating child safety information, including BlueFit's child safe policies, procedures and practices
- Providing regular opportunities for patrons to provide feedback on BlueFit's approach to child safety
- Communicating to patrons who to speak to and how to raise a concern relating to child safety at BlueFit.

## 8. Diversity and Inclusion

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BlueFit acknowledges and respects the diverse needs of children and recognises that some children may be more susceptible to abuse than others. BlueFit is committed to protecting all children, including Aboriginal and Torres Strait Islander children, children from CALD backgrounds, and children with disabilities.

## 9. Recruitment and Screening

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BlueFit adopts robust recruitment, screening, and induction processes to ensure the most suitable individuals are engaged to work with children. Refer to BlueFit's *Child Safe Recruitment and Selection Procedure* for guidance.

## 10. Complaints Handling

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BlueFit responds to complaints, concerns and allegations relating to child safety in accordance with the *Child Safe Complaints Handling Procedure*. The Procedure provides detailed guidance regarding the child safe complaints process, including child safe legal reporting obligations for BlueFit and staff members.

## 11. Risk Management

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BlueFit recognises the importance of identifying, assessing, and managing risks of child abuse in both the physical and online environments. BlueFit adopts a Child Safe Situational Prevention approach to minimise risks of harm and abuse to children. For comprehensive guidance, refer to the *Child Safe Risk Management Procedure*.

## 12. Roles and Responsibilities

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Parties or Persons	Responsibilities
<b>All BlueFit Staff</b>	<p>All Staff are responsible for:</p> <ul style="list-style-type: none"> <li>● Upholding a duty of care for all children at BlueFit facilities</li> <li>● Adhering to this Policy and the <i>Child Safe Code of Conduct</i></li> <li>● Maintaining a current WWCC clearance or Blue Card</li> <li>● Completing child safe training at induction and on an ongoing basis</li> <li>● Responding appropriately to children when they raise concerns</li> <li>● Reporting child safety concerns in accordance with BlueFit's <i>Child Safe Complaints Handling Procedure</i>, and their child safe legal reporting requirements</li> <li>● Recognising and addressing child safety risks in their designated areas of responsibility.</li> </ul>
<b>BlueFit Board</b>	<p>The Board is responsible for:</p> <ul style="list-style-type: none"> <li>● Oversight of the implementation of BlueFit's child safe framework across the organisation</li> <li>● Implementing a comprehensive risk management framework that minimises child abuse risks</li> <li>● Ensuring adequate resources are allocated to facilitate the development, implementation, communication, and improvement of BlueFit's child safe framework.</li> </ul>

<b>Leadership Team</b>	<p>The Leadership Team is responsible for:</p> <ul style="list-style-type: none"> <li>● Reporting to the Board on child safety matters at BlueFit</li> <li>● Ensuring BlueFit’s compliance with child safety legislation and regulation</li> <li>● Providing ongoing support to the National Safety Manager and the Child Safeguarding Committee</li> <li>● Ensuring child safety complaints are managed and escalated in accordance with BlueFit’s <i>Child Safe Complaints Handling Procedure</i></li> <li>● Overseeing the investigation process into child safety complaints</li> <li>● Assigning responsibilities for relevant roles with respect to child safe risk management and communicating them across all levels of the organisation.</li> <li>● Leading continuous improvement and conducting a regular review of this Policy.</li> </ul>
<b>Child Safeguarding Committee</b>	<p>The Child Safeguarding Committee is responsible for:</p> <ul style="list-style-type: none"> <li>● Reporting to the Leadership Team on child safety at BlueFit</li> <li>● Demonstrating leadership in embedding BlueFit’s child safe policies, procedures and practices throughout the organisation</li> <li>● Raising awareness of child safety across BlueFit.</li> </ul>
<b>National Safety Manager</b>	<p>The National Safety Manager is responsible for:</p> <ul style="list-style-type: none"> <li>● Leading the implementation of BlueFit’s child safety framework</li> <li>● Monitoring child safety legislative and regulatory updates</li> <li>● Providing ongoing support to the Regional and Facility CSOs</li> <li>● Responding to and managing child safety complaints</li> <li>● Escalating child safety complaints, in accordance with the <i>Child Safe Complaints Handling Procedure</i></li> <li>● Leading investigations into child safety complaints</li> <li>● Providing support to a child, parent or individual who raise child safety concerns</li> <li>● Communicating with affected parties involved in a complaint.</li> </ul>
<b>Regional Child Safety Officers (CSOs)</b>	<p>The Regional CSOs are responsible for:</p> <ul style="list-style-type: none"> <li>● Overseeing the implementation of BlueFit’s child safe framework at the facilities operating in their area of responsibility</li> <li>● Supporting the National Safety Manager in their role</li> <li>● Providing ongoing support and guidance to the Facility CSOs.</li> </ul>



<b>Facility Child Safety Officers (CSOs)</b>	<p>The Facility CSOs are responsible for:</p> <ul style="list-style-type: none"> <li>• Providing child safety information and advice to staff, children, patrons, and the community</li> <li>• Reporting to the relevant Regional CSO on child safety matters</li> <li>• Leading the implementation of child safe policies, procedures and practices at the facility</li> <li>• Receiving child safety complaints or concerns at the facility</li> <li>• Escalating complaints to the relevant authorities in accordance with the <i>Child Safe Complaints Handling Procedure</i></li> <li>• Providing support to a child, parent or individual who raises child safety concerns</li> <li>• Communicating with affected parties involved in a complaint.</li> </ul>
<b>Facility Managers</b>	<p>Facility Managers are responsible for:</p> <ul style="list-style-type: none"> <li>• Fostering a child safe culture at the facility</li> <li>• Modelling appropriate child safe behaviours in accordance with the <i>Child Safe Code of Conduct</i></li> <li>• Ensuring staff adherence to BlueFit's child safe policies and procedures</li> <li>• Supporting staff in meeting their child safe responsibilities</li> <li>• Communicating key child safety messages and updates at facility meetings.</li> <li>• Assisting the Facility CSO in responding to and handling complaints.</li> </ul>
<b>Contractors/Third Party</b>	<p>Contractors and third parties are responsible for:</p> <ul style="list-style-type: none"> <li>• Complying with BlueFit's child safe policies and procedures</li> <li>• Maintaining a current WWCC clearance or Blue Card if required by law.</li> </ul>

## 13. Confidentiality and Privacy

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BlueFit complies with the requirements of the *Privacy Act 1988* (Cth) and other relevant State/Territory privacy laws. BlueFit ensures access to confidential records is strictly controlled and keeps information about complaints confidential, except where it is necessary to:

Uphold BlueFit's duty of care to protect children from harm

- Ensure relevant parties are appropriately informed throughout a complaints process
- Comply with relevant legislation that requires BlueFit to share information with the Police or other prescribed bodies.

## 14. Record Keeping

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BlueFit retains complete and accurate physical and digital records of serious child abuse matters for a period of **40 years**. All other documents are retained for a minimum of **7 years**. BlueFit ensures that all records are:

- Maintained appropriately in a clear, logical and secure manner
- Dealt with in accordance with the relevant law or policy such as the *Privacy Act 1988* (Cth)
- Preserved in a suitable physical and digital environment that ensures records are not subject to degradation, loss, alteration, corruption or deletion
- Secure from unauthorised access
- Stored securely in a locked filing cabinet (physical records)
- Stored digitally by maintaining computer and network security through logins and passwords, authentication, encryption, firewalls, and virus protection software (digital records)
- Available for individuals who have a right to access records that contain their personal information.

## 15. CCTV and Surveillance

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BlueFit may use surveillance equipment within a facility to ensure a safe and secure environment is provided for staff, children, and patrons. BlueFit adopts the following best practice principles in relation to access, storage and use of CCTV footage:

- CCTV is installed for authorised purposes only, such as general monitoring of concealed areas, reviewing injuries and complaints handling
- CCTV footage is stored securely. BlueFit maintains computer and network security through logins and passwords, private keys, API tokens, authentication, encryption, firewalls, and virus protection software
- CCTV footage is stored for a minimum of 30 days. If there is an incident concerning child safety, footage is stored for an additional period of time for the purpose of police investigation.
- Personal information obtained through CCTV is stored in accordance with the Privacy Act 1988 (Cth). Any personal information recorded through CCTV is destroyed and/or de-identified when it is no longer needed.

- Only authorised persons have access to view CCTV footage, with multiple access controls in place such as passwords and authorisation codes.
- Access and release of CCTV footage is for authorised purposes only, for example, police investigation purposes.

## 16. Breaches of this Policy and Supporting Procedures

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BlueFit responds appropriately to all breaches of this Policy or supporting procedures. BlueFit manages all breaches in accordance with procedural fairness principles and in an unbiased and supportive manner.

Depending on the nature and circumstances of the breach, BlueFit may take the following actions:

- Provide informal counselling
- Oversee mediation between the parties involved in the incident (where appropriate)
- Provide specific education, advice and training with emphasis on the relevant component of this Policy that was subject to the breach
- Restrict a person's duties, if the person involved in the breach was carrying out work within a facility
- Provide closer supervision of a staff member
- Review current policies and procedures and make updates if necessary.

Any breach of this Policy may result in disciplinary action, including but not limited to a warning, suspension (pending investigation), or dismissal. The action taken will vary in accordance with the severity of the breach. For further guidance refer to BlueFit's *Disciplinary Policy*.

The details of the breach will be documented, recorded and kept confidential in accordance with this Policy.

## 17. Policy Review

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Once adopted, this Policy remains in force until it is reviewed by BlueFit. This Policy is reviewed annually or earlier as required in accordance with legislative and/or regulatory updates.

BlueFit will ensure this Policy is communicated to all relevant stakeholders, with feedback encouraged and taken seriously

## 18. Related Policies and Procedures

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This Policy should be read in conjunction with the following related documents:

Related Policies, Procedures and/or Guidelines
Child Safe Code of Conduct
Child Safe Complaints Handling Procedure
Child Safe Recruitment and Selection Procedure
Child Safe Risk Management Procedure
Disciplinary Policy

## 19. Relevant Legislation

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- *Children and Young People (Safety) Act 2017 (SA)*
- *Child Protection Act 1999 (Qld)*
- *Child Protection Regulation 2011 (Qld)*
- *Child Protection (Working with Children) Act 2012 (NSW)*
- *Child Protection (Working with Children) Regulation 2013 (NSW)*
- *Child Safety (Prohibited Persons) Act 2016 (SA)*
- *Child Wellbeing and Safety Act 2005 (Vic)*
- *Child Wellbeing and Safety Regulations (Vic)*
- *Children and Young People (Safety) Act 2017 (SA)*
- *Children and Young Persons (Care and Protection) Act 1998 (NSW)*
- *Children and Young Persons (Care and Protection) Regulation 2012 (NSW)*
- *Children's Guardian Act 2019 (NSW)*
- *Civil Liability Act 1936 (SA)*
- *Civil Liability Act 2002 (NSW)*
- *Crimes Act 1900 (NSW)*
- *Crimes Act 1958 (Vic)*
- *Criminal Code Act 1899 (QLD)*
- *Criminal Law Consolidation Act 1935 (SA)*
- *Privacy Act 1988 (Cth)*
- *Worker Screening Act 2020 (Vic)*

## 20. Document Control

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### Distribution Record Register

Copy	Issued to	Controlled Copy		Authorised by	Recipient Signature	Issue Date
		Y	N			
1						
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### Amendment Record Register

Issue#: 1

Issue Date:

Rev. #	Date	Details		Description of Changes	Approved By
		Section #	Para. #		
1					
2					
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## Appendix A - State Regulatory Frameworks

NSW	
<b>Legislation</b>	<i>Children's Guardian Act 2019</i> (NSW)
<b>Framework</b>	NSW 10 Child Safe Standards
<b>Regulator</b>	Office of Children's Guardian (OCG)
<b>Further Information</b>	<ul style="list-style-type: none"> <li>• <a href="#">Why we have Child Safe Standards   Office of the Children's Guardian (nsw.gov.au)</a></li> <li>• <a href="#">Implementing the Child Safe Standards   Office of the Children's Guardian (nsw.gov.au)</a></li> <li>• <a href="#">How to meet the Standards   Office of the Children's Guardian (nsw.gov.au)</a></li> </ul>

Queensland	
<b>Legislation</b>	<i>Working with Children (Risk Management and Screening) Act 2000</i> (Qld)
<b>Framework</b>	Under the Blue Card System, child-related organisations are required to implement a <i>Child and Youth Risk Management Strategy</i> .
<b>Regulator</b>	Blue Card Services
<b>Further Information</b>	<ul style="list-style-type: none"> <li>• <a href="#">Child and youth risk management strategies   Your rights, crime and the law   Queensland Government (www.qld.gov.au)</a></li> <li>• <a href="#">Child and youth risk management strategy toolkit - Blue Card Services compliance information and resources - Publications   Queensland Government</a></li> <li>• <a href="#">Child and youth risk management strategy self-assessment checklist - Blue Card Services compliance information and resources - Publications   Queensland Government</a></li> </ul>

Victoria	
<b>Legislation</b>	<i>Child Safety and Wellbeing Act 2005</i> (Vic)
<b>Framework</b>	Victorian 11 Child Safe Standards
<b>Regulator</b>	Commission for Children and Young People (CCYP)
<b>Further Information</b>	<ul style="list-style-type: none"> <li>• <a href="#">CCYP   The 11 Child Safe Standards</a></li> <li>• <a href="#">CCYP   Being a child safe organisation</a></li> <li>• <a href="#">CCYP   Resources and support for the Child Safe Standards</a></li> </ul>

South Australia	
<b>Legislation</b>	<i>Children and Young People (Safety) Act 2017</i> (SA)
<b>Framework</b>	The National Principles
<b>Regulator</b>	Department of Human Services
<b>Further Information</b>	<ul style="list-style-type: none"> <li>• <a href="#">DHS   The National Principles</a></li> <li>• <a href="#">DHS   Child Safe Environments Program</a></li> <li>• <a href="#">DHS   Child Safe Environments Resources</a></li> </ul>

Western Australia	
<b>Framework</b>	The WA Government accepted the National Principles and it is a recommendation that child-related organisations in WA implement the National Principles framework.
<b>Regulator</b>	Commission for Children and Young People (CCYP)
<b>Further Information</b>	<ul style="list-style-type: none"> <li>• <a href="#">CCYP   What We do</a></li> <li>• <a href="#">CCYP   Info for Children and Young People</a></li> </ul>

## Appendix B - Identifying the Forms and Possible Signs of Abuse

Child abuse refers to acts or omissions (neglect) that result in, or have the likelihood to result in, harm to a child. There are two different signs of abuse, physical and behavioural. A person should not assess individual signs in isolation, rather signs should be looked at in the context of other potential signs and the personal circumstances or history of the child.

- **Physical signs** are the injuries / visible harms that may occur as a result of abuse.
- **Behavioural signs** are the actions, attitudes, and emotions of a child that indicate abuse may have occurred.

The signs of abuse noted below are not exhaustive. The presence of these signs does not necessarily mean that abuse has been, or is, occurring.

### Physical Abuse

Refers to the use of deliberate physical force against a child that intentionally or unintentionally results, or has the likelihood of resulting, in harm.

Physical signs	Behavioural signs
<ul style="list-style-type: none"> <li>• Bruising</li> <li>• Fractured bones</li> <li>• Burns/scalds</li> <li>• Lacerations and welts</li> <li>• Sprains and dislocations.</li> </ul>	<ul style="list-style-type: none"> <li>• Covering up injuries</li> <li>• Fear of adults</li> <li>• Unable to explain an injury</li> <li>• Being aggressive towards others</li> <li>• Avoiding physical contact.</li> </ul>

### Emotional/Psychological Abuse

Refers to inappropriate verbal or symbolic acts by an adult towards a child and/or a pattern of failure over time to provide a child with adequate non-physical nurturing and emotional availability.

Physical signs	Behavioural signs
<ul style="list-style-type: none"> <li>• Physical development is delayed</li> <li>• Delayed speech</li> <li>• Bed-wetting beyond the usual age</li> <li>• Extreme weight loss</li> <li>• Signs of self-harm.</li> </ul>	<ul style="list-style-type: none"> <li>• Overly compliant behaviour</li> <li>• High levels of anxiety or depression</li> <li>• Avoids interaction with other children</li> <li>• Demonstrating low self-esteem</li> <li>• Lack of trust in people</li> <li>• Extreme attention seeking behaviour.</li> </ul>



## Sexual Abuse

Refers to when a person exposes a child to or involves a child in, sexual activity that the child does not fully comprehend, the child is unable to give informed consent to, the child is not developmentally prepared for and that is contrary to acceptable community standards.

Physical signs	Behavioural signs
<ul style="list-style-type: none"> <li>• Pain or bleeding in anal or genital areas</li> <li>• Bruises and/or bite marks to breasts, buttocks, lower abdomen</li> <li>• Difficulty walking or sitting</li> <li>• Unexplained pain in the genital area</li> <li>• Bed-wetting beyond usual age.</li> </ul>	<ul style="list-style-type: none"> <li>• Children describing sexual acts</li> <li>• Sexual behaviour beyond healthy development</li> <li>• Self-destructive behaviour</li> <li>• Withdrawn behaviour</li> <li>• Regression in development.</li> </ul>

## Child Grooming

Child grooming is a form of sexual abuse. It refers to actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child, to lower the child's inhibitions in preparation for sexual activity with the child.

Possible Grooming strategies
<ul style="list-style-type: none"> <li>• Using favouritism, bribes and/or giving gifts to a child</li> <li>• Spending inappropriate one-on-one time with a child</li> <li>• Actively isolating children from other adults or children</li> <li>• Violating personal boundaries in the context of intimate care. This includes bathing, toileting and changing clothes</li> <li>• Insisting on physical affection with a child such as hugging, kissing, and tickling even when a child does not appear to want it</li> <li>• Communicating privately with a child via social media</li> <li>• Forming relationships with parents, guardians, and family members of children in order to build trust and ease their ability to access the child.</li> </ul>

## Neglect

Refers to the failure to provide a child with conditions that are culturally accepted as being essential for their physical and emotional development and wellbeing, such as food, clothing, shelter, hygiene, medical attention, or adequate supervision. Neglectful behaviours are an act of omission or by wilful choice.

Physical signs	Behavioural signs
<ul style="list-style-type: none"> <li>● Low weight for age</li> <li>● Poor standards of hygiene</li> <li>● Untreated physical problems</li> <li>● Poor complexion.</li> </ul>	<ul style="list-style-type: none"> <li>● Stealing food</li> <li>● Indiscriminately seeks out adult affection</li> <li>● Being constantly tired</li> <li>● Frequently late or absent</li> <li>● Being withdrawn.</li> </ul>

## Exposure to Family Violence

Refers to any form of abusive behaviour by a person towards another family member. The abuse can be physical, sexual, emotional, psychological, economical, threatening, or coercive type behaviour. It is also a form of abuse when a child is exposed to, hears or witnesses any of the effects of the abusive behaviours.

Physical signs	Behavioural signs
<ul style="list-style-type: none"> <li>● Speech disorders</li> <li>● Delays in physical development</li> <li>● Physical symptoms such as headaches and stomach aches</li> <li>● Being easily startled</li> <li>● Injuries as a result of harm.</li> </ul>	<ul style="list-style-type: none"> <li>● Behavioural signs may include:</li> <li>● Fear of and avoiding going home</li> <li>● Depression, anxiety, or suicidal thoughts</li> <li>● Violent or aggressive behaviour and language</li> <li>● Demonstrated fear of parents.</li> </ul>