

Our Statement of Commitment to Child Safety

endED
there is HOPE



Gathering here on this land together

We acknowledge the Traditional Owners of the Kabi Kabi and Jinibara Peoples. We honor and respect their continuing connection to land, waters and culture and pay our respects to Elders past, present and emerging

We pledge our ongoing solidarity with the traditional owners and all Aboriginal and Torres Strait Islander peoples, in their struggle for recognition of sovereignty, historical truths and justice.

Vision

A world where everyone affected by eating disorders has access to treatment, resources, community connection and lived experience support to bring hope and enhance recovery.

Mission

We create hope for recovery for anyone affected by eating issues or eating disorders in Australia through compassionate, lived experience support and community connection.

Community
Connection
Compassion



endED is a registered Charity
ABN: 90 611 935 730

National Principles for Child Safe Organisations

For more information and resources
<http://childdsafe.humanrights.gov.au>

One

Child safety and wellbeing is embedded in organisational leadership, governance and culture.

Six

Processes to respond to complaints and concerns are child focused.

Two

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

Seven

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

Three

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

Eight

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

Four

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

Nine

Implementation of the national child safe principles is regularly reviewed and improved.

Five

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

Ten

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

Child Safety

endED prioritizes child safety in all aspects of decision making, program delivery, policy & staffing to ensure the safety and wellbeing of all young people who engage with the endED community. endED is committed to providing a child safe service in accordance with the Commonwealth Child Safe Framework. [1]

Child Safe Culture

endED programs promote the participation, empowerment & belonging of children at all times. We take steps to ensure we are creating a child safe culture through the thoughtful selection of our staff and volunteer inclusion. To ensure efficacy in this process, endED employs a rigorous recruitment process; screening & values-based interviewing; ongoing processes of supervision & training oriented to best practice when working with children; escalating, responding to, and reporting suspected child abuse or harm immediately. [5]

Child Safe Team

endED nurtures active involvement in regular attendance of professional development, supervised peer discussions, co-reflection sessions [internal], supervision [external], team training days and research discussions. endED staff are encouraged to diversify their professional development allocations, to explore a wide range of trauma-informed practice, alternative creative-based approaches, promotions of culturally safe environments and revisions of up-to-date policy and frameworks. [5,7, 10]

Child Safe Workplace Practices

endED's staff and volunteers are oriented prior to any program offerings that involve working with children. endED has current systems for ensuring that all relevant staff and volunteers have current working with children checks or equivalent background checks. We also employ a balance of MHFA, First Aid and Yellow Card Team members present across the group settings. [1,5,7]

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Child Safe Mandatory Reporting

endED take all allegations of child abuse seriously, acting immediately, guided by the Mandatory Reporting Guidelines, to support staff and volunteers through consultation with senior team members who support necessary escalations in line with endED's organizational policies & procedures. [1] endED aligns with the four stepped process for the assessment of harm and risk of harm from the Commonwealth Child Safe Framework across our intake engagement, our staff training, annual reviewing process & on-going care for young people engaged with our service. [1]

Child Safe Feedback Mechanisms

endED is proactive in seeking feedback from all individuals who engage with us, as well as discourse with the wider community. endED is proactive in providing age-appropriate platforms to regularly seek children & young people's views and encourage participation in decision-making, including visually creative & engaging, user friendly, simple and effective online forms. Feedback seeks to capture; an individual's experience, planning and ideation, co-designing what a supportive space looks like for them, facilitator feedback, and creative prompts to distil how they are experiencing the offerings we provide. [2, 9]

Child Safe Complaint Process

endED promotes transparency in its complaint process, with public transparency [website], in-house visual aids and regular discussion, building on our feedback mechanisms. endED create strength and unification of vision to endED's commitment towards child safety, providing visible reference to the United Nations Convention on the Rights of the Child, the agreement by countries who have promised to protect children's rights. endED provides resources created for young people, including the "Speak Up and Make a Complaint" poster as well as the guidelines that support our staff & volunteers to "Help children and Young People to Speak Up."

Child Safe Complaint Approach

endED welcomes the child or young person to involve their identified support person, family member, or an impartial endED staff member to assist any complaint process. Through a collaborative and mindful approach, the young person or child informs the process for supporting their identified needs, and for any changes required within the organisation. Alternatively, if their decision is to no longer engage with us, we move into the process of “making a warm referral, contacting the agreed service for them and help them get an appointment” [Complaint Handling Guide: Upholding the rights of children and young people, 2019, 19]. [6]

Child Safe Risk Mitigation

endED ensures that all staff and volunteers are proactive in identifying and mitigating physical and online risks. Regular, transparent conversations providing clarity around internal decision-making processes pertaining to the safeguarding of all individuals engaged in using chosen communication platforms are privileged. The employment of weekly ‘group agreement & guidelines’ are communicated to individuals, family members and identified supports, to promote the safety of the individual and the wider group. Parents and identified supports are invited to view and provide feedback about how communication is displayed. [8]

Child Safe Inclusion

endED acknowledge and celebrate diversity of family units and respect the role that different family members may play in a child or young person’s life. endED respects that families and carers are best placed to advise about their children’s needs and capabilities. endED seeks information that supports our team to create a supportive and safe environment for each child or young person. [3]

Child Safe Diversity

endED actively participates in knowledge, practice and key relationships that enhance a culturally safe organisation, embracing the willingness to learn, understand and respond to a diversity of cultures. endED acknowledges the strengths and individual characteristics of children, embracing all children and young people regardless of their abilities, sex, gender, or social, economic or cultural background. endED endeavours to create a welcoming space of gathering that is inclusive, open, curious and non-judgmental. [4]

Child Safe Cultural Learnings

endED align with the cultural safety of Aboriginal and Torres Strait Islander peoples and those from culturally and linguistically diverse backgrounds. endED strive to learn *from and with* the community of those actively engaging with us. We promote internal and external supervision and continuing professional development, immersing our staff in learnings across the continuing development of creating a child safe culture. endED staff operate in line with the Lived Experience Framework, embodying qualities of; “mutuality, empathy, equitable relationships, advocacy and are fostering examples of hope” [Queensland Framework for the Development of the Mental Health Lived Experience Workforce, 2019, pg. 4].^[4]

Child Safe Diverse Community

endED proudly welcomes the community of LGBTQI+ individuals, including children who identify or are part of differing relationship structures. endED align with and are also represented by staff who identify as queer. Together we openly welcome all, celebrating diverse values, beliefs and world views and we “demonstrate that discrimination on the basis of a person’s sexual orientation, intersex status and gender identity won’t be tolerated” [Complaint Handling Guide: Upholding the rights of children and young people, 2019, 28]. ^[4]

Child Safe Environment

endED provides a safe and accessible environment for children with a disability, with multiple access points & bathroom facilities. endEDs, House of Hope, is located on wide-open acreage, providing opportunity for quiet reflection, regulation and support to take place in a safe and caring manner. endED use a range of sensory modulation tools, areas of low lighting, quiet spaces and soft, neutral furnishings to create therapeutic spaces. ^[4]