

Child Safety and Wellbeing Policy

Effective Date	18 June 2026
Policy Type:	Statutory
Policy Owner	Governance
Link to Corporate Plan	Sustainable Organisation
Review Date	June 2030
Related Legislation	<p><i>Child Protection Act 1999 (Qld)</i> <i>Child Safe Organisations Act 2024 (Qld)</i> <i>Criminal Code Act 1899 (Qld)</i> <i>Information Privacy Act 2009 (Qld)</i> <i>Working with Children (Risk Management and Screening) Act 2000 (Qld)</i> <i>Work Health and Safety Act 2011 (Qld)</i> <i>Local Government Act 2009</i> <i>Human Rights Act 2019</i></p>
Related Documents	<p>Child Safety and Wellbeing Framework Complaints Management Policy Complaints Management Procedure Code of Conduct for Employees</p>

Policy Version	Approval Date	Adopted/Approved
1	18/06/2026	Ordinary Meeting of Council

*This policy may not be current as Council regularly reviews and updates its policies. The latest controlled version can be found in the policies section of Council's intranet or Website. **A hard copy of this electronic document is uncontrolled.***



Child Safety and Wellbeing Policy

1. PURPOSE

Western Downs Regional Council is committed to the safety and wellbeing of all children and young people. This Policy outlines Council's commitment to creating and maintaining a child-safe environment that promotes the safety, wellbeing, and cultural safety of all children and young people, ensures compliance with the *Child Safe Organisations Act 2024* (Qld).

2. SCOPE

This Policy applies to all employees, Councillors, volunteers, and contractors of Council, who will support a safe environment in accordance with child safety requirements. This Policy affirms that the ultimate responsibility for supervising and ensuring the safety, wellbeing, and cultural safety of children remains with their parents and caregivers.

3. POLICY

3.1 Statement of Commitment to Child Safe Standards

Western Downs Regional Council has a zero tolerance for any form of child abuse and is committed to the safety, wellbeing, and empowerment of children including the cultural safety of Aboriginal and Torres Strait Islander children, culturally and linguistically diverse children, and the safety of children with a disability.

Council will create and maintain a child safe organisation, where protecting children and preventing and responding to child abuse is embedded in everyday thinking and practices by:

- (a) preventing child abuse occurring within Council facilities, services and programmes;
- (b) creating an organisational culture of child safety;
- (c) setting clear expectations of Council representatives regarding what is required to keep children safe;
- (d) ensuring Council representatives are clear about their responsibilities when they suspect abuse of a child; and
- (e) ensuring all suspected abuse is reported and fully investigated in accordance with the Reportable Conduct Scheme.

Council actively advocates for the safety and protection of children and young people and demonstrates compliance with the child safety standards detailed within section 9 of the *Child Safe Organisations Act 2024* (Qld).

3.2 Responsibilities

Council Leadership is responsible for embedding child safety in organisational cultural and governance.

All employees, volunteers, and contractors of Council are responsible for understanding, implementing, and adhering to this policy and relevant framework.

Families and communities are encouraged to engage with Council in promoting child safety and wellbeing.

In Queensland, pursuant to the *Child Protection Act 1999*, there is a legal responsibility of mandatory reporting for everyone. Persons must make a report if they reasonably believe a child has been harmed or exploited or that a child is likely to be harmed or exploited and are safeguarded under the law from legal or professional liability making a report in good faith.

The Chief Executive Officer or delegate is responsible for ensuring adequate Council processes are in place to prevent, detect, and respond to abuse of young people and to identify systems and processes for reportable allegations and suspicion in the *Child Safety and Wellbeing Framework*.

