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GRI Child Safety Policy 2026

1. Definitions

1. "Child", "Children" or "Young Person" means a Child or Young Person who is under 18 years of age, unless otherwise defined by law or noted in this Policy or Child Safety Procedure.
2. "Child Abuse or Harm" means conduct towards, against, with or in the presence of a Child, or threatening to engage in such conduct, which includes:
    a. physical violence;
    b. conduct of a sexual nature, including a sexual offence against a Child and grooming behaviour;
    c. serious emotional or psychological harm; or
    d. serious neglect of a Child.
3. "Child Safety" means matters related to GRI's duty of care to Children in its care, protecting all Children from harm, managing the risk of Child Abuse or Harm, taking steps to prevent the occurrence or reduce the occurrence of Child Abuse or Harm, providing support to a Child at risk of Child Abuse, and responding to incidents or allegations of Child Abuse.
4. "Child Safety Officers" or "CSOs" means people appointed by GRI to listen, discuss and clarify issues raised by Staff and Children in relation to actual or suspected Child Abuse or Harm, including the President, the Vice President, The Secretary, and/or other Staff as appropriate.
5. "GRI Environment" means all physical and virtual environments and places made available or authorised by GRI for use by a Child, including but not limited to:
    a. physical spaces controlled by GRI at a given time;
    b. online GRI Environments (including email, portals, intranet systems, telecommunication, social media and other online communications); and
    c. other locations provided by GRI for the use of Children (including, without limitation, locations used for events or programs)
6. "Staff" means GRI committee members, contractors and volunteers.
7. "WWCC" means a Working with Children Check issued pursuant to the Worker Screening Act 2020 (Vic).
8. "Unsupervised Child" means a Child or Young Person who is in a GRI Environment without the direct supervision of a parent or legal guardian.

2. Introduction

1. Geelong Rainbow Inc. (GRI) is committed to promoting and protecting the health, safety, and wellbeing of all Children. We have zero tolerance for Child Abuse and Harm.
2. If any person believes a Child is at immediate risk of abuse or harm, telephone 000.

3. Commitment to the safety of Children and Young People

1. GRI is committed to providing Children and Young People with a safe and nurturing environment in which they can learn and thrive.
2. GRI supports, values, and respects all Children and Young People, and is committed to their safety, participation, and empowerment.
3. GRI has zero tolerance for all forms of abuse or harm against Children and Young People, and all allegations will be treated seriously and responded to promptly and thoroughly in accordance with our policies and procedures.
4. GRI is committed to providing a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal and Torres Strait Islander Children and Young People are respected and valued.
5. The safety, welfare and best interests of the Child are paramount.

4. Purpose

1. This Policy aims to:
    a. ensure GRI meets its responsibilities for the safety, protection and wellbeing of Children and Young People;
    b. create and foster an organisational culture that places Child Safety at the forefront of GRI's operations;
    c. ensure Staff, including GRI committee members, contractors and volunteers, are aware of their responsibilities to prevent and report Child Abuse and harm to Children occurring within all GRI Environments;
    d. provide Staff, including GRI committee members, contractors and volunteers, with information and guidance regarding exercising the judgements involved with reporting risks of significant harm to Children and the action that should be taken where a person suspects any Child Abuse or Harm within all GRI Environments;
    e. establish controls and procedures for preventing Child Abuse or Harm and detecting it when it occurs within all GRI Environments;
    f. provide a clear statement to Staff, including GRI committee members, contractors and volunteers, forbidding Child Abuse or Harm;
    g. provide assurance that any and all suspected Child Abuse or Harm will be reported and fully investigated; and

h. place an emphasis on genuine engagement with and empowerment of Children.

5. Scope

1. This Policy applies to all Staff, including GRI committee members, contractors and volunteers, engaged by GRI, in conjunction with the Codes of Conduct and the Child Safety Procedure.
2. This Policy applies to all GRI Environments and all interactions with Children and Young People including:
    a. physical contact;
    b. face to face contact;
    c. contact by post or other written communication;
    d. contact by telephone or other oral communication; and
    e. contact by email or other electronic communication including online seminars and social media.

6. Guiding Principles

1. This Policy is based on the following principles:
    a. GRI has zero tolerance for Child Abuse;
    b. All forms of Child Abuse and neglect cause Harm to Children;
    c. The best interests, safety and wellbeing of the Child are paramount;
    d. Child Safety is a shared responsibility of adults in the community; and
    e. All Children have a right to feel and be safe and have equal rights to protection from abuse and neglect. Children also have the right to privacy, access to information and social connections.
2. GRI will:
    a. consider the opinions of Children when developing Child Safety policies and procedures to promote engagement with and the empowerment of Children;
    b. ensure families participate in decisions affecting their Child;
    c. openly communicate with families and the community about its approach to Child Safety; and
    d. ensure information about Child Safety (including information about making a complaint) is readily available and accessible to Children and families.
3. GRI will pay particular attention to the diversity of all Children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander Children, Children from culturally and linguistically diverse backgrounds, Children with disabilities, lesbian, gay, bisexual, transgender and intersex Children and

Children who are vulnerable, and make reasonable efforts to respond to diverse needs.

4. GRI is committed to the cultural safety of Aboriginal and Torres Strait Islander Children, and Children from culturally and/or linguistically diverse backgrounds, and to providing a safe and inclusive environment for Children living with a disability and lesbian, gay, bisexual, transgender and intersex Children.
5. Professionals working with Children have legal and ethical responsibilities to support the safety, welfare and wellbeing of Children.
6. GRI will commit to creating age-appropriate GRI Environments for Children.

7. Responsibilities

1. The safety of Children is everyone's responsibility.

All Staff, including GRI committee members, contractors and volunteers

2. All Staff, including GRI committee members, contractors and volunteers:
    a. have a shared responsibility for contributing to the safety of Children from Child Abuse or Harm or the risk thereof;
    b. are responsible for identifying Child Abuse or Harm and taking steps to prevent, reduce or eliminate Child Abuse or Harm and the risk thereof;
    c. must promote Child Safety at all times and provide a safe environment for all Children; and
    d. must telephone 000 if they believe a Child is at immediate risk of abuse.
3. All Staff, including GRI committee members, contractors and volunteers who are tasked with work which primarily involves Children and families and/or where Unsupervised Children are reasonably assumed to be involved are required to:
    a. read and comply with this Policy, the Codes of Conduct (including the Child Safety Code of Conduct) and the Child Safety Procedure;
    b. take all reasonable steps to maintain an environment that prevents Child Abuse or Harm to Children;
    c. respond to a Child disclosing an incident of Child Abuse or Harm or a risk or Child Abuse or Harm, in a Child-focused manner, with sensitivity and professionalism;
    d. participate in Child Safety induction and training as directed by GRI and request further assistance if further training is required;
    e. empower Children and Young People to have a say and pursue their passions;

f. obtain and maintain any checks or qualifications required by GRI and appropriate for the context, such as Working with Children Checks, police checks or first aid and CPR qualifications;

g. report any concerns about actual or suspected Child Abuse or Harm or risk thereof, as soon as possible to a CSO or supervisor; and

h. report any breach or suspected breach of this Policy, the Codes of Conduct and the Child Safety Procedure as soon as possible to a CSO or supervisor.

4. All Staff, including GRI committee members, contractors and volunteers are required to:

a. be aware of age restrictions for events within GRI Environments and must take reasonable measures to identify participants based on age if an event has age restrictions;

b. take reasonable measures to refuse entry to or remove participants who fall outside the specified age range for an event; and

c. report any concerns about actual or suspected Child Abuse or Harm or risk thereof, as soon as possible to a CSO or supervisor.

GRI

5. GRI will ensure, as far as possible, that Staff, including GRI committee members, contractors and volunteers, are aware of:

a. their responsibilities to create and maintain Child safe environments, including a culturally safe environment for Aboriginal and Torres Strait Islander Children and Young People;

b. their obligations under this Policy;

c. the appropriate standard of conduct and behaviour that GRI requires; and

d. GRI's commitment to empowering Children about their rights including the right to feel safe, be informed and participate in decisions affecting them.

The Committee

6. The Committee of GRI has ultimate responsibility for complying with the National Child Safe Principles and relevant state Child Safe Standards, including:

a. preventing and detecting the risk or actuality of Child Abuse or Harm;

b. ensuring appropriate and effective internal control systems, including processes to respond to complaints and concerns, and regular reviews;

c. modelling and championing a Child safe culture and making a public commitment to Child Safety;

d. implementing appropriate policies, procedures and codes of conduct in relation to Child Safety, including ensuring Staff, including GRI committee members, contractors and volunteers, are equipped with knowledge, skills and awareness through ongoing education and training, and ensuring Staff, including GRI committee members, contractors and volunteers, are suitable to work with Children; and

e. empowering Children, Young People, families and communities with information about their rights and protections.

The President

7. The President of GRI is responsible for:

    a. managing and overseeing the response and investigation of reports of Child Abuse and harm to Children or Young People, including wherever possible the appointment of an independent investigator with appropriate skills and qualifications to conduct investigations into allegations of Child Abuse and harm;

    b. preventing, identifying and mitigating Child Safety risks, including the risk of Child Abuse or Harm, within all GRI Environments;

    c. making reports and adhering to obligations under the applicable state reportable conduct schemes;

    d. ensuring Staff, including GRI committee members, contractors and volunteers, are aware of this Child Safety Policy, the Codes of Conduct, the Child Safety Procedure and their overall Child Safety obligations, including the obligation to report suspected Child Abuse or Harm;

    e. ensuring appropriate policies and procedures are in place, including effective internal control systems for the detection of Child Abuse and harm and risks of significant harm to Children;

    f. appointing CSOs;

    g. providing support for Staff, including GRI committee members, contractors and volunteers, in undertaking their Child Safety obligations;

    h. ensuring that this Child Safety Policy, the Codes of Conduct and the Child Safety Procedure are reviewed and updated every year and after every Child Safety incident; and

    i. monitoring compliance with the Child Safety Policy, Procedure and Code of Conduct.

Committee Members

8. All committee members must:

    a. promote and model Child Safety at all times;

b. assess the risk to Child Safety, including the risk of Child Abuse or Harm, within their area of control and take steps to reduce or eliminate any risk to the extent possible;

c. educate Staff, including GRI contractors and volunteers, about identifying and preventing Child Abuse or Harm or the risk of Child Abuse or Harm;

d. make a record of risks and specify the action(s) GRI will take to reduce or remove the risks (i.e. risk controls) when a Staff member, including GRI committee member, contractor or volunteer, notifies them of an identified risk;

e. facilitate the reporting of any concerns regarding Child Safety including reports or disclosures of Child Abuse and harm, as soon as possible; and

f. report any risks to Child Safety to a CSO or the President as soon as possible.

The Secretary

9. The Secretary of GRI must:

    a. record all WWCCs and police checks on a spreadsheet and identify and monitor those that require renewal;

    b. not allow Staff, including GRI committee members, contractors and volunteers, to do work which primarily involves Children and families and/or where Unsupervised Children are reasonably assumed to be involved without a valid WWCC and police check, including when a WWCC has expired or a negative notice or other state equivalent is received;

    c. collect, document and store information from applicants to assess their suitability for Child-connected work;

    d. securely store Incident Reports;

    e. ensure all GRI Staff, including GRI committee members, contractors and volunteers, satisfactorily complete Child protection and safety training required for their role and maintain records of completion; and

    f. communicate the Child Safety Policy, the Codes of Conduct and the Child Safety Procedure in the manner set out in this Policy.

Child Safety Officers (CSOs)

10. CSOs are available to listen, discuss and clarify issues confronting Staff, including GRI committee members, contractors and volunteers, in relation to Child Abuse.

11. GRI CSOs are responsible for:

a. responding to, managing and overseeing the investigation of complaints and disclosures under this Policy, as directed or delegated by the President;

b. reporting any risks to Child Safety, including risk of Child Abuse or Harm, to the President;

c. recording risks to Child Safety and specify the action(s) GRI will take to reduce or remove the risks (i.e. risk controls) when a Staff member, including GRI committee member, contractor or volunteer, member notifies them of an identified risk;

d. making reports on behalf of GRI, as authorised or delegated by the President;

e. maintaining adequate records of all complaints, decisions and actions taken in relation to any Child Safety complaint or disclosure under this Policy; and

f. being familiar with the types of abuse that might occur and being alert to any indications of such conduct, including harm caused by other Children or Young People.

8. Codes of Conduct

1. GRI Codes of Conduct includes the Child Safety Code of Conduct.
2. The Codes of Conduct and Child Safety Code of Conduct apply to all Staff, including GRI committee members, contractors and volunteers.
3. Before working with Children, Staff, including GRI committee members, contractors and volunteers, must read, understand and agree to comply with the Codes of Conduct as part of GRI's Child Safety induction and training.
4. GRI's Child Safe Code of Conduct is publicly available on GRI website at www.geelongrainbow.org.au/policy.

9. Recruitment

1. GRI engages in a range of recruitment strategies to ensure that Staff, including GRI committee members, contractors and volunteers, working with Children and Young People are suitable and supported to reflect Child Safety and wellbeing in practice, including:

    a. developing clear position descriptions for roles that involve Child-related work setting out:

    b. the role's requirements, duties and responsibilities regarding Child Safety and wellbeing; and

    c. the job occupant's essential or relevant qualifications, experience and attributes in relation to Child Safety and wellbeing;

    d. examining written applications and engaging in face-to-face interviews for Applicants who will or may work with Children (where possible);

e. engaging in a thorough examination of a person's suitability to work with Children prior to inviting them to take a leadership position with Children;

f. screening all persons that will (or could reasonably) work with Children to verify that they have a valid WWCC and police check before they commence working with Children at GRI, and keeping records of all relevant information; and

g. informing all applicants for roles that involve Child-connected work of GRI's Child Safety practices (including the Child Safety Policy, Codes of Conduct and Child Safety Procedures);

2. GRI will make reasonable efforts to gather, verify and record the following information about a person whom it proposes to engage to perform Child-connected work:

    a. WWC status;

    b. proof of personal identity; and

    c. the person's history of work involving Children, including any history of complaints, disciplinary action or allegations of reportable conduct made against the person in the course of any employment or voluntary position held by the person.

3. GRI will not offer any applicant a position at GRI that involves working with Children until the applicant provides the required evidence to the Secretary.

4. GRI will require applicants who apply to do work which primarily involves Children and families and/or where Unsupervised Children are reasonably assumed to be involved to provide a National Police Check before they commence working at GRI and at any time during their engagement with GRI.

10. Risk Management

1. GRI understands there may be a number of risks associated with its services and programs in relation to:

    a. images or videos taken of Children during a program or event;

    b. the supervision of Children;

    c. the online environments in which Children engage with GRI; and

    d. travel required to attend some GRI programs or events.

2. To mitigate or prevent those risks, GRI:

    a. requires Staff, including GRI committee members, contractors and volunteers, to comply with GRI Privacy Policy and comply with responsibilities in relation to privacy and information sharing;

    b. requires Staff, including GRI committee members, contractors and volunteers, to comply with the Codes of Conduct which establishes expected behavioural standards and responsibilities when having contact with Children;

c. reviews risks, and monitors and evaluates the effectiveness of the implementation of its risk controls;

d. makes Child Safety a part of GRI's overall risk management strategy approach;

e. has human resources policies to assess Staff, including GRI committee members, contractors and volunteers, in relation to compliance with their Child safe obligations and continued suitability for Child-connected work; and

f. ensures appropriate training at least annually is conducted for committee members and volunteers

3. Some Children face a higher risk of abuse or harm, including Children who have diverse needs or disabilities, Aboriginal or Torres Strait Islander Children, Children who are culturally and/or linguistically diverse, Children who cannot live at home, and LGBTIQ+ Children. GRI manages these vulnerabilities by providing awareness training and resources to our volunteers.

4. Participants are provided with the opportunity to advise GRI of any diverse or additional needs in their program onboarding forms, such as accessibility needs, to enable GRI to provide targeted management of participants who may face a higher risk or abuse or harm.

5. GRI's Code of Conduct identifies behaviours that disempower Children and are therefore unacceptable.

11. Supervision, training, development and support for Staff, including GRI committee members, contractors and volunteers

1. GRI has strategies and safeguards in place to ensure that all Staff, including GRI committee members, contractors and volunteers, are adequately supervised, trained and supported to understand their obligations and responsibilities to create a Child safe environment.

2. Those strategies and safeguards include:

a. Induction and annual refresher training for all Staff, including GRI committee members, contractors and volunteers, to support their understanding of their reporting obligations;

b. ongoing supervision by the Secretary, who is trained in GRI policies and procedures;

c. training for Staff, including GRI committee members, contractors and volunteers, before engaging with Children, including:

i. resources teaching Staff about indicators of abuse and harm, and emerging issues in Child Safety;

ii. how to facilitate participation and provide culturally safe and inclusive environments;

iii. how to respond to complaints in a Child-focused manner; and

iv. how to comply with this Policy, Reporting Procedure and the relevant Codes of Conduct.

v. compliance with this Policy monitored by the Secretary; and

vi. instructing and supporting Staff, including GRI committee members, contractors and volunteers, in complying with procedures for responding, suspecting and identifying Child Abuse and harm or risk of Child Abuse or Harm towards Children.

12. Communication

1. GRI will communicate the Child Safety Policy, the Codes of Conduct and the Child Safety Procedure in the manner below.

Event Participants	**Parents, Guardians, Community, Partners**	**Committee Members, Contractors, Volunteers**
Event Agreements Website	Event Agreements Website GRI Newsletter	Website Letters of appointment/contracts/volunteer agreements New committee members, volunteers and contractors induction training and refresher training Annual training sessions Volunteer handbooks

2. Participants, families, volunteers and anyone else may communicate any concerns about Child Safety and wellbeing to GRI by:

    a. emailing hello@geelongrainbow.org.au or their direct GRI contact;

    b. phoning the GRI phone number, +61-400-435-313;

    c. talking to a GRI Staff member or volunteer at an in-person event; and

    d. contacting a GRI Staff member or volunteer during an online event.

3. Any complaints, concerns, allegations or disclosures will be taken seriously and responded to by GRI promptly and thoroughly.

4. GRI encourages our community, including participants and their families, to have a say in our Child Safety measures. Please contact hello@geelongrainbow.org.au if you have any concerns or feedback.

13. The participation and empowerment of Children

1. GRI:

    a. provides an inclusive and engaging learning experience to Children by:

i. ensuring programs offer significant opportunities for engagement with other participants, volunteers, and content providers;

ii. including content that addresses a broad range of interests and knowledge levels;

iii. encouraging the active participation of Children in programs, by prioritising programming that is interactive and delivering content in formats that encourage active participation such as debates, workshops, panels, Q&As; and

iv. facilitating the formation of friendships via social group and buddy systems.

v. acknowledges the benefits of involving Children in decision making;

vi. promotes meaningful participation through programs and initiatives, including by training volunteers to empower Children to raise their voice and pursue their passions;

vii. acknowledges and appreciates the strengths of the diversity of Children, including cultural diversity and the strengths of Indigenous cultures and their importance to the wellbeing and safety of Aboriginal and Torres Strait Islander Children and Young People;

viii. acknowledges that the rights of Children assists them to make meaningful contributions through balancing the need to provide guidance while respecting independence; and

ix. is responsive to the needs of Children and encourages feedback.

b. GRI communicates GRI's Child Safety practices in an accessible manner for:

i. younger Children, by discussing the documents in-person (and/or any other method deemed appropriate and effective for the particular age of the Child);

ii. Children from culturally and linguistically diverse backgrounds, by discussing the documents in-person (and/or any other method deemed appropriate and effective for translation); and

iii. Children living with a disability, by providing the documents in a format or method deemed appropriate and effective for the particular type of disability that the Child is living with.

c. To ensure GRI can pay particular attention to the needs of diverse Participants, and that our events take into account the diverse needs of all participants, we provide the opportunity for Participants to tell us of any diverse or additional needs in their event ticket info, so we can take steps to ensure the inclusion of all participants, as much as

possible. Our volunteers and Staff also receive training on ensuring diverse needs are supported and equity is upheld in our programs.

d. To contribute to the equity of opportunity, GRI offers transport assistance and financial support for events intended for Unsupervised Children.

e. GRI's empowerment of Aboriginal and Torres Strait Islander Children and commitment to cultural safety is implemented by:

   i. acknowledgements of country at the beginning of events, both in-person and online;

   ii. inclusion of indigenous knowledge content in GRI programs;

   iii. acknowledgement of the ongoing value and importance of indigenous knowledge;

14. Breaches

1. Staff, including GRI committee members, contractors and volunteers, must report any breach or suspected breach of this Policy, the Codes of Conduct or Child Safety Procedure to a CSO and/or the President as soon as possible after becoming aware of the breach or suspected breach.

2. If GRI becomes aware of a suspected breach of this Policy, the Child Safety Code of Conduct or Child Safety Procedure, GRI will take immediate steps to ensure the safety and wellbeing of any Child who may be at risk as a result of or in relation to the breach.

3. Suspected breaches of this Policy, the Codes of Conduct or Child Safety Procedure are treated seriously by GRI and will be investigated (either internally or externally, depending on the severity of the suspected breach) in a manner that affords procedural fairness to the subject of the investigation and complies with any reportable conduct schemes if applicable. GRI will handle the allegations in a confidential manner to the greatest extent possible.

4. Following an investigation into a suspected breach, any person who is found to be in breach or to have breached this Policy, the Child Safety Code of Conduct or Child Safety Procedure may face disciplinary action (including termination of their engagement with GRI).

15. Reporting and responding to risk of harm to a Child

1. GRI is committed to ensuring that Children and Young People who access GRI's services and events are kept safe from harm and the risk of harm.

2. When GRI suspects that a Child or Young Person has been harmed or is at risk of harm, GRI will respond to that suspicion in an appropriate manner which prioritises the safety of Children and Young People.

3. All Staff, including GRI committee members, contractors and volunteers, are required to follow the Child Safety Procedure.

4. GRI will comply with all obligations under any applicable state Reportable Conduct Schemes and any other applicable laws and will provide information to government agencies including police and Department of Families, Fairness and Housing, and do all things necessary to assist with enquiries, as is required.

16. Investigations

1. The President will make every effort to keep any Child Safety investigation confidential; however, from time to time, Staff, including GRI committee members, contractors and volunteers, may need to be consulted in conjunction with the investigation (e.g. to provide witness statements).
2. GRI will do all things necessary to assist in any external investigations conducted by police or investigations conducted under any applicable reportable conduct scheme.
3. An investigation conducted by GRI will be conducted in accordance with procedural fairness to protect the integrity of the investigation and the interests of all the parties involved in the investigation.

17. Record keeping

1. All reports of alleged abuse or harm (or an identified risk) must be recorded in the form of an Incident Report. An Incident Report must record places, times, dates, names of people, observable behaviours or evidence of harm. Reports must be securely stored by the Secretary.
2. CSOs are responsible for ensuring adequate records are maintained. Either the Staff member who identified or witnessed the actual or risk of Child Abuse or Harm, or a CSO must complete an Incident Report.
3. The CSO will ensure that the following records are held and maintained indefinitely:
    a. allegations, complaints and concerns of a breach of the Child Safety Policy, Codes of Conduct or Child Safety procedure;
    b. complaints, reports and disclosures of actual or suspected Child Abuse or Harm to a Child;
    c. reports made to external government agencies or regulators including reports to police or reports made under any applicable reportable conduct scheme;
    d. investigation reports, evidence and records of interview in relation to any investigation under this policy; and
    e. all decisions and actions taken in relation to any Child Safety complaint, report of a breach or disclosure received.

18. Privacy

1. GRI is committed to uphold all Children and Young People’s rights to privacy, access to information, social connections and learning opportunities online.

2. GRI will collect, use, disclose and hold personal information in accordance with the Privacy Act 1988 (Cth) and its Privacy Policy.

Principles

3. There are two guiding principles in respect to a Child's privacy.
4. Best interests: GRI, all committee members, volunteers and contractors will do what they believe is in the best interest of the Child. The paramount consideration is the safety of Children.
5. Respect privacy: GRI will respect a Child's privacy, except when this conflicts with the best interests principle. This means acting consistently with the Australian Privacy Principles and GRI Privacy Policy.
6. As much as is reasonably possible, an individual's privacy is to be protected. Individuals who make reports or disclosures of abuse and individuals who are the subject of accusations are all entitled to privacy.

Disclosing information and privacy

7. Staff, including GRI committee members, contractors and volunteers, must act consistently with GRI Privacy Policy, the Child Safety Policy and Procedure, the Codes of Conduct and relevant statutory requirements.
8. Where a disclosure, such as reporting to a government department or police, is required or authorised by a reportable conduct scheme or other law, the disclosure will not be a breach of privacy. The Child Safety Procedure (below) sets out applicable reporting requirements.

19. Monitoring and review

1. GRI welcomes feedback from all members of the community including families on how it can improve its risk management approach and better protect the safety of Children. Please direct feedback to the President or in writing (president@geelongrainbow.org.au). A review of this Child Safety Policy, the Codes of Conduct and the Child Safety Procedure shall be conducted every year.