



# SAFEGUARDING POLICY

## **Purpose**

To promote a culture of safeguarding within the organisation and reduce the risks of abuse and harm.

## **Scope**

This policy applies to all staff and volunteers of Real Talk Australia and those directly involved with our activities, events and services, including but not limited to: visitors, contractors and external third parties who use our space or have professional relationships with our staff.

## **Policy**

Real Talk adheres to the National Catholic Safeguarding Standards and has, by agreement, opted in to compliance with the Archdiocese of Brisbane safeguarding policy and related procedures (including auditing) in so far as they apply to Real Talk and its activities, events and services.

## **Safeguarding Commitment**

Real Talk has zero tolerance for all forms of abuse and is committed to safeguarding everyone involved in its activities, events and services. The safety and wellbeing of children and adults-at-risk is paramount.

## **Safeguarding Principles**

- Safeguarding is a shared responsibility.
- Treat everyone with dignity and respect.
- Prioritise the protection and best interests of children and adults-at-risk.
- Provide safe physical and online environments.
- Actively identify and manage safeguarding and abuse risks.
- Monitor compliance with safeguarding standards, policies, and procedures.
- Respond promptly and effectively to abuse concerns, suspicions, disclosures, complaints, reports, and incidents.
- Comply with all legal obligations to report suspected abuse and harm.

## **Compliance**

Non-compliance with this policy which seriously jeopardises the safety and wellbeing of others may be grounds for disciplinary action up to dismissal or termination of employment, and reporting to authorities.