



Child and Young Person's Safeguarding and Child Protection Policy

YMCA **RESPECTS** and believes children and young people who are part of our programmes or workforce should:

- feel safe and be safe
- feel comfortable
- be cared for



Everyone working at YMCA is **RESPONSIBLE** for making sure:

- You are protected from any harm, if you ever feel unsafe or uncomfortable a YMCA staff member will always listen to you and act to help you.
- You are always looked after and supervised. If you are unhappy with how we look after you please tell a staff member or another adult.
- You are provided with activities and services suitable to your age and development
- Where needed that only appropriately qualified and/or registered staff run those activities or services
- You are helped when not knowing how to manage your feelings or behaviour

Everyone at YMCA also:

CAREs.	Is HONEST
<ul style="list-style-type: none"> ✓ That your voice and views are heard, as they are important. ✓ YMCA staff will listen to you and act to help you, if you ever feel unsafe or uncomfortable. ✓ We believe it's okay to say NO to someone if they ask you to do something that doesn't feel comfortable or safe. ✓ You or YMCA can always contact your parent or carer if you don't feel safe. ✓ YMCA will always make sure there is enough staff to young people available 	<ul style="list-style-type: none"> ✓ YMCA won't treat you or use any behaviour that may cause you physical harm, feelings of being unvalued or degraded, that are cruel, frightening or humiliating. ✓ YMCA promise your parent/carer that we will not take you on trips, to camps or on transport, until they confirm in writing that they agree. ✓ Staff are required to report and respond to any incidents of abuse or neglect towards children or young people. ✓ YMCA staff have rules around how and when they are allowed to contact you, this includes not contacting you on personal social media or via phone/emails without your parent/carer agreeing. They will always contact you from a YMCA resource.

Responsibilities of Young People at the YMCA

When you participate in a YMCA program, you also have some responsibilities. These include:

- Letting a staff member or adult know if you are unhappy with the way you are being treated or you don't feel safe.
- Treating other children, young people and adults with respect.
- Following the rules of the programme.
- You are certainly free to choose your own friends. However, don't stop other children/young people from choosing theirs and/or enjoying participating in a programme.
- Respect people's differences and help make everyone feel welcomed and valued.



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Adapted from YMCA Brisbane