

# Rainbow Roos Children's Safeguarding Policy

## 1. Introduction

Rainbow Roos is committed to safeguarding and promoting the welfare of all children and young people, including those with additional needs. Every child deserves to feel safe, respected, and empowered during their time with us. This policy sets out how we create a safe environment across all our sessions - from BabyRoos to BigRoos, school programs to community events - and how we handle any concerns raised. This policy applies to all staff, volunteers, contractors, sessional coaches, and anyone representing Rainbow Roos.

## 2. Designated Safeguarding Lead (DSL)

Brad Ambridge, Founder & Head Coach, is the Designated Safeguarding Lead and the primary point of contact for all safeguarding matters and can be contacted on 0402 019 591. While Brad currently oversees all safeguarding procedures, all coaches are responsible for the safety of participants during their individual sessions. There is currently no appointed deputy DSL.

## 3. Scope

Rainbow Roos sessions are open to children aged 2 to 16 years, but safeguarding practices apply to all participants, including adults with additional needs (e.g. NDIS clients). Our commitment extends to any child or vulnerable individual involved in our programs.

## 4. Safer Recruitment & Staff Training

- All staff, volunteers, and contractors are required to have a valid NSW Working With Children Check (WWCC) and/or a Police Check.
- New staff undergo a review of expectations and previous experience.
- Ongoing reviews are conducted quarterly.
- All staff are introduced to Rainbow Roos' values around safeguarding, equality, inclusion, and disability awareness.

## 5. Code of Conduct

All coaches and volunteers follow the Rainbow Roos Code of Conduct, which outlines expected behaviours, boundaries and professional standards when working with children and vulnerable people. This safeguarding policy should be read in conjunction with that document.

## 6. Reporting Concerns

All safeguarding concerns must initially be raised directly with the DSL: Brad Ambridge on 0402 019 591. External concerns (e.g. suspected abuse) are to be escalated to the NSW Child Protection Helpline.

Internal process:

- Concerns are documented using internal safeguarding forms.
- Records are stored securely and kept for a minimum of 7 years.
- Confidentiality is maintained at all times, with access restricted to Brad and then committee members, as required.

## 7. Children with Additional Needs / NDIS

We are proud to deliver tailored sessions for NDIS participants. Safeguarding considerations for these children are built into all sessions, with specific practices that include:

- NDIS Participant Information Forms completed before starting.
- Collaboration with support workers, parents/carers, or allied health providers.
- Use of visual aids, gentle communication, and flexible session planning.

## 8. Parent/Carer Involvement

- Most parents/carers stay for the session; however, they may leave if Rainbow Roos is informed in advance.
- Safeguarding information is available to parents upon request.
- We encourage open communication to support children's wellbeing and address any concerns.

## 9. Photography & Media

- Photographs and videos may be taken for promotional purposes (e.g. social media, website).
- Media consent forms are completed for all participants.
- No child will be identified by full name in any published material.

## 10. Associated Policies

This safeguarding policy should be read alongside the following Rainbow Roos documents:

- Code of Conduct
- Equality, Diversity & Inclusion Policy
- Wet Weather Policy
- NDIS Participant Policy
- Privacy Policy

## 11. Policy Review

This policy will be reviewed annually or in response to significant changes in operations, legislation, or incidents.

**Effective Date:** 16th April 2025

**Review Date:** 15th April 2026

**Contact:** Brad Ambridge, Founder & Head Coach – 0402 019 591