



## **Warrambui – Safeguarding Children and Vulnerable People Statement - Final**

Version: 4.0  
Date: April 2020  
Next Review: April 2021  
Approved by: Board

**Through its ‘Safeguarding Children and Vulnerable People’ statement, Warrambui documents its clear commitment to safeguarding vulnerable people, children and young people from abuse and neglect.**

Warrambui is a not-for-profit organisation of the Lutheran Church of Australia, NSW District; providing retreat as well as fully catered accommodation services to the community including vulnerable people, children and young people.

Our mission is to serve people by living Jesus, and to impact the lives of people through the power of the Holy Spirit, by being a loving, vibrant and growing community with the heart of Jesus. Led by the Warrambui Board and Centre Director, we express this heart of Jesus through our commitment to safeguarding vulnerable people, children and young people.

As a part of this safeguarding commitment, we are committed to equity and diversity and respecting the rights of all children to participate in decision making regardless of their background, circumstance, culture, abilities or identity.

Warrambui has zero-tolerance regarding child abuse and neglect and is committed to the rights of children to feel safe and be safe while in our care. In particular, we are committed to safeguarding vulnerable people, children and young people from:

### **Sexual abuse**

Sexual abuse is any act in which a person with power or authority over a vulnerable person, child or young person (female or male) that uses a vulnerable person, child or young person for sexual gratification. An abuser can be an adult, adolescent or older vulnerable person, child or young person. Sexual abuse spans a range of contact and non-contact behaviour.

Non-contact behaviour includes:

- making sexual comments (in person, in letters, or by telephone, text messages or email)
- voyeurism – including commenting on physical attractiveness
- exposing a vulnerable person, child or young person to pornography
- nudity – an abuser exposing parts of their body or the vulnerable person, child or young person’s body.

Contact behaviour includes:

- fondling or kissing
- sexual penetration
- exploiting a vulnerable person, child or young person through prostitution.

### **Physical abuse**

Physical abuse occurs when an individual, including a parent or caregiver subjects a vulnerable person, child or young person to non-accidental physically aggressive acts. The abuser may inflict an injury intentionally, or inadvertently as a result of physical punishment or the aggressive treatment of a vulnerable person, child or young person. Physically abusive behaviour includes (but is not limited to) shoving, hitting, slapping, shaking, throwing, punching, biting, burning and kicking.

### **Emotional or psychological abuse**

Emotional or psychological abuse occurs when an individual, including a caregiver or parent repeatedly rejects or threatens a vulnerable person, child or young person. Often there is a pattern of emotional or psychological abuse, rather than a single incident. Such abuse may involve humiliating, terrorising, name-calling, belittlement, inappropriate symbolic acts or continual coldness from the caregiver or parent, to an extent that results in significant damage to the vulnerable person, child or young person's physical, intellectual or emotional wellbeing and development.

### **Neglect**

Neglect occurs when a responsible person, such as a parent or caregiver fails to provide a vulnerable person, child or young person with the basic necessities of life. Such neglect includes the failure to provide adequate food, clothing, shelter, medical attention or supervision to the extent that the vulnerable person, child or young person's health and development is, or is likely to be, significantly harmed.

### **Witnessing family violence**

Witnessing family violence is a specific form of emotional or psychological abuse. Family violence is defined as violence between members of a family or extended family or those fulfilling the role of family in a vulnerable person, child or young person's life. Exposure to family violence places vulnerable persons, children and young people at increased risk of physical injury and harm and has a significant impact on their wellbeing and development.

We expect all within our organisation, regardless of their role or level of responsibility, to act to safeguard vulnerable people, children and young people from such harm by:

- adopting the practices and behaviour we have set as our standard when carrying out their roles, and
- reporting any abuse or neglect of which they become aware to our management and/or to external authorities responsible for vulnerable person, child or young person protection or to police, regardless of whether that abuse is being perpetrated by personnel within our organisation, or by those outside our organisation including those from the vulnerable person, child or young person's family, extended family, their family's extended network or strangers. This is legally required by the Children and Young Persons (Care and Protection) Act 1998 (NSW).

Warrambui's commitment to providing a safe environment for vulnerable people, children and young people to whom we provide services is endorsed and approved at the highest levels of Warrambui. Our organisation implements this commitment through a Safeguarding Code of Conduct and related policies, which includes safeguarding procedures and practices.

Further information on mandatory reports can be found here:  
<http://www.community.nsw.gov.au/preventing-child-abuse-and-neglect/resources-for-mandatory-reporters>