

Autism Spectrum Australia (Aspect) is committed to promoting an organisational culture that provides a safe and secure environment for the people we support, that is in consideration of the Australian Human Rights Commission's National Child Safe Organisation Principles. At Aspect this is done through the ongoing organisation-wide implementation of our Culture of Safety & Wellbeing (see Attachment 1). The Culture of Safety & Wellbeing is made up from the following ten principles, which are further outlined through Aspect's policy framework:

### **Principle 1. Committed Leadership, Governance and Culture**

Aspect is committed to focusing on risk, safety and upholding human rights for all the people we support. We will work to prevent, and appropriately respond to any incidents of abuse, neglect, discrimination, violence and exploitation of the people we support;

The Board monitors and responds to quality and safeguarding matters associated with delivering supports to students/participants through reports from the internal Safeguarding the People We Support Committee; and the relevant actions against the related identified risks.

### **Principle 2. Participation and Inclusion through the Aspect Comprehensive Approach (ACA) which includes the Five Point Star**

Aspect will respect each individual's wants and needs, and uphold an environment where their voices and opinions are heard to achieve positive outcomes. We work collaboratively with each student/ participant and their families, circles of support and advocates to get to know them and support each person to live a good life.

### **Principle 3. Uphold Human Rights**

Aspect welcomes diversity in all forms, and works to prevent harm.

We build an organisational culture that acknowledges strengths and an individual's characteristics, and supports all regardless of their abilities, sex, gender, or social, economic and cultural background to feel welcome and safe.

#### **Principle 4. Safe Recruitment, Selection and Induction Practices**

Aspect ensures robust recruitment and screening processes to ensure that we employ the right people for the job who are suitable and supported to reflect safety and wellbeing values in practice

#### **Principle 5. Staff training, Resourcing, Ongoing Supervision and Support**

Aspect is committed to ongoing support and training of our staff to help them to know how to best support the students/participants they work with.

#### **Principle 6. Maintain Safe Environments**

Aspect ensures that we maintain safe supports, services and locations and promote ethical and respectful service provision. We work with the people we support to ensure that reasonable steps are taken to prevent harm and promote wellbeing of all students/participants in Aspect schools and services.

#### **Principle 7. Regular Review and Evidence-Informed Practice**

Aspect recognises that there is always room to improve, and regularly reviews its practices through audits, reviews, research evaluations, in collaboration with our diverse communities and co-produced with the people we support and their families.

#### **Principle 8. Maintain Policy Framework for Safeguarding**

The Aspect Board is responsible for ensuring Aspect has in place appropriate policy and associated procedures for safeguarding students/participants. This is managed through the approval of this policy; and delegated to Aspect's Executive for the development and implementation of the associated procedures for each principle to ensure safeguarding and legal compliance.

Each principle of the Culture of Safety and Wellbeing is addressed by Aspect within the context of our policy framework. This tells our staff how to:

- uphold the safeguarding and wellbeing of the people we support,
- identify opportunities for improvement, and
- respond if something is not right, the mandatory reporting and child protection notification and escalation requirements and the actions we need to take.

## **Principle 9. Provide Information and Education**

Aspect understands that promoting, educating and providing information on each person's rights and how to seek help if they need is essential to prevention of abuse, neglect, discrimination, violence and exploitation and upholding human rights of the people we support. This is achieved through implementation within school's curriculum and information provision on human rights, including the United Nations Convention on the Rights of the Child, and the United Nations Convention on the Rights of Persons with Disabilities, staff modelling and working with external providers, who may provide training.

## **Principle 10. Effective Complaint Handling and External Reporting**

Aspect recognises and promotes the voices of the people we support. Where an individual has a complaint or allegation, or an incident has occurred, Aspect will provide support to those affected. Any suspicions, allegations or evidence of incidents where abuse, neglect, violence, discrimination or exploitation has occurred, including any allegations of inappropriate conduct by staff, will be immediately reported to the relevant authorities and all obligations strictly adhered to. Aspect maintains an incident and complaint management system to ensure staff are supported to undertake these processes as promptly and sensitively as possible.

### **External Framework**

The Safeguarding the People We Support policy illustrates Aspect's adherence to the:

- NDIS Practice Standards (2018) and NDIS Code of Conduct, specifically within the NDIS Practice Standards & Quality Indicators:
  - Core Module: 1. Rights and Responsibilities, under all Outcomes.
  - Core Module: 2. Provider Governance and Operational Management, under all Outcomes.
  - Core Module: 3. Provision of Supports, under all Outcomes.
  - Core Module: 4. Support Provision Environment, under all Outcomes.
  - Supplementary Module: 1. High Intensity Daily Personal Activities, under the relevant Outcomes.
  - Supplementary Module: 2. Specialist Behaviour Support Module, under the relevant Outcomes.
  - Supplementary Module: 2a. Implementing Behaviour Support Plans, under the relevant Outcomes.
  - Supplementary Module: 3. Early Childhood Supports, under all Outcomes.
  - Supplementary Module: 4. Specialist Support Coordination, under all Outcomes.

- Disability Standards for Education (2005), specifically:
  - Part 3: Making Reasonable Adjustments.
  - Part 5: Standards for Participation.
  - Part 6: Standards for Curriculum Development, Accreditation and Delivery.
  - Part 7: Standards for Student Support Services.
  - Part 8: Standards for Harassment and Victimisation.
  
- NESA Registered and Accredited Individual Non-government Schools (NSW Manual), specifically:
  - 3. Requirements for Registered Non-government Schools, under requirements for Staff, Curriculum; Buildings and Premise; Facilities; Safe and Supportive Environments; Discipline; and Management and Operation of the School.
  
- Standards for Registration and Review of Registration of Schools in South Australia, specifically the relevant quality related criteria for:
  - Standard 1: School Governance.
  - Standard 2: Student Learning and Assessment.
  - Standard 3: Student Safety, Health and Welfare.

### Critical Definitions

*Culture of Safety & Wellbeing* - refers to an organisational culture which takes a preventative, proactive and participatory stance on safeguarding the people we support by:

- putting the safety and wellbeing of the people we support as a paramount consideration when developing activities, policies and management practices;
- valuing and embracing the opinions and views of the people we support and creating an environment in which they feel confident to provide feedback and express concerns;
- encouraging and assisting the people we support to build skills that will assist them to participate in society;
- recognising that autistic people may be traumatised and affected by events that may not be considered traumatic by others, and

taking action to protect the people we support from abuse, neglect and exploitation.

### Legislation References

#### International

Charter of Human Rights and Responsibilities 2008

United Nations Convention on the Rights of Persons With Disabilities

United Nations Convention on the Rights of the Child 1989

#### National

Disability Discrimination Act 1992 (Cth)

Crimes Act 1914 (Cth)  
Crimes Amendment (National Disability Insurance Scheme - Worker Screening) Bill 2018 (Cth)  
Disability Discrimination Act 1992 (Cth)  
Disability Standards for Education 2005 (Cth)  
Fair Work Act 2009 (Cth)  
Family Law Act 1975 (Cth)  
National Disability Insurance Scheme Act 2013 (Cth)  
National Disability Insurance Scheme Amendment (Quality and Safeguards Commission and other measures) Bill 2017 (Cth)  
National Standards for Disability Services 2014 (Cth)  
Work Health and Safety Act 2011 (Cth)

#### **New South Wales**

Anti-Discrimination Act 1977 (NSW)  
Child Protection (Offenders Registration) Act 2000 (NSW)  
Child Protection (working with children) Act 2012 (NSW)  
Child Protection (Working with Children) Amendment (Statutory Review) Bill 2018  
Children and Young Persons (Care and Protection) Act 1998 (NSW)  
Community Services (Complaints, Reviews and Monitoring) Act 1993 (NSW)  
Crimes (Domestic and Personal Violence) Act 2007 (NSW)  
Crimes Act 1900 (NSW)  
Disability Inclusion Act 2014 (NSW)  
Guardianship Act 1987 (NSW)  
Ombudsman Act 1974 (NSW)  
Public Interest Disclosures Act 1994 (NSW)  
Work Health and Safety Act 2011 (NSW)

#### **Victoria**

Children Youth and Families Act 2005 (VIC)  
Crimes Act 1958 (VIC)  
Crimes Amendment (Protection of Children) Act 2014 (VIC)  
Disability Act 2006 (VIC)  
Equal Opportunity Act 2010 (VIC)  
Human Services Standards Victoria 2012 (VIC)  
Occupational Health and Safety Act 2004 (VIC)  
Ombudsman Act 1973 (VIC)  
Protected Disclosure Act 2012 (VIC)

#### **Australian Capital Territory**

Children and Young People Act 2008 (ACT)  
Crimes Act 1900 (ACT)  
Discrimination Act 1991 (ACT)  
Ombudsman Act 1989 (ACT)  
Public Disclosure Act 2012 (ACT)  
Work Health and Safety Act 2011 (ACT)

### **South Australia**

Children and Young People (Safety) Act 2017 (SA)

Children's Protection Act 1993 (SA)

Children's services Act 1985 (SA)

Criminal Law Consolidation Act 1935 (SA)

Disability Services Act 1993 (SA)

Equal Opportunity Act 1984 (SA)

Family and Community Services Act 1972 (SA)

Health and Community Services Complaints Act 2004 (SA)

Ombudsman Act 1972 (SA)

Whistle blowers Protection Act 1993 (SA)

Work Health and Safety Act 2012 (SA)

### **Queensland**

Work Health and Safety Act 2011 (QLD)

Attachment 1:  
Aspect's Culture of Safety & Wellbeing

