

BSL Safeguarding Strategy

2025- 2027



Safeguarding at BSL...what does it mean?

At BSL, we care about keeping children and adults safe. We want everyone to feel protected and respected. We do not allow harm of any kind.

We follow the 11 Victorian Child Safe Standards and make safety part of everything we do.



What we have done so far (2022–2024)

In the last three years, BSL has made big steps to keep children and adults safe. Here is what we have done:

- ☒ Created a special role to lead safeguarding work
- ☒ Made a Safeguarding Policy to guide us
- ☒ Trained staff on safeguarding reporting, and family violence
- ☒ Set up a clear way to report safety concerns
- ☒ Improved how we hire and welcome new staff
- ☒ Checked safety risks in all our programs
- ☒ Chosen Child Safe Champions to help across BSL

Our Plan for 2025–2027

Over the next three years, we will keep building a strong safety culture

This strategy helps us keep improving...we will continue to focus on:

- **Safe People** -making sure our workforce know how to keep people safe
- **Safe Services** – making sure our services and online spaces are safe
- **Safe Processes** – checking how we are doing and making things better all the time

SAFEGUARDING STRATEGY 2025-2027		
Focus	Goal	Key Objectives
Safe People	To continue to build a strong Safeguarding culture	<ul style="list-style-type: none">• Ensure 100% of new staff & volunteers complete mandatory safeguarding training within 2 weeks of commencing and every 2 yrs• Review all Safeguarding training to make it more accessible• Give leaders the tools and training to integrate safeguarding into everyday practice• Launch a Safeguarding Culture Feedback Initiative• Conduct a Safeguarding Leadership Reflection Roundtable with senior leaders and frontline staff• Review our Safeguarding Champion model• Create a Quality and Safeguarding Community of Practice (CoP)
Safe Services	To make our programs and online spaces safer for children and vulnerable adults	<ul style="list-style-type: none">• Create Easy to Read and translations of the Safeguarding policy and Complaints procedure• Make it easier for children and adults to make complaints• Develop resources to support safe online programs• Add safeguarding checks to new contracts and services• Do yearly safeguarding checks for all programs• Develop a Participation Reference Guide for children, young adults and vulnerable adult clients• Make it easier for our workforce to tell us when things go wrong and to report incidents
Safe Processes	Keep checking and improving on how we provide quality services	<ul style="list-style-type: none">• Create a yearly Safeguarding audit process• Use feedback to find three priority safeguarding areas to improve each year• Share “You Said, We Did” updates on BSL website• Develop a 3-Year Safeguarding Strategy Outcomes Report• Start planning the next Safeguarding Strategy for 2028–2030• Review our Safeguarding policy and framework to ensure best practice• Support best practice recruitment, onboarding and screening for the BSL workforce