

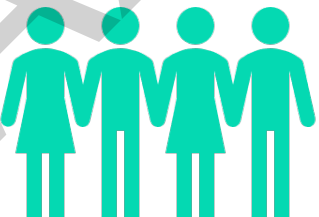


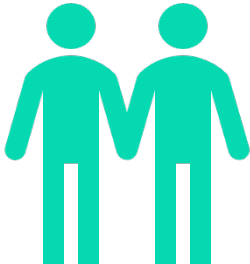
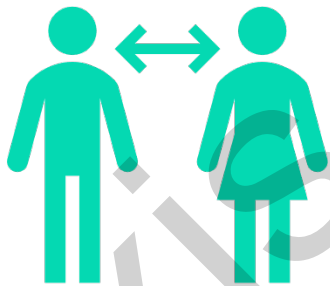
Children and Young People's Handbook in Easy English

Table of Contents

Children and Young People's Handbook in Easy English	0
Section 1 Policy and Rights	2
Your Rights	2
Advocacy	6
Privacy and Your Personal Information	9
Complaints and Feedback	13
Incident Management	24
Zero Tolerance – Harm, Risk of Harm, Violence, Abuse, Neglect and Exploitation	30
Section 2 Planning and Supporting	35
Planning with you	35
Risk Assessment	38
Safe Environment	41
Emergency and Disaster Planning	44
Service Agreement	47
Money and Property	54
Section 3: Working with you	60
Communicating with you	60
Mealtimes	62
Oral Health	64
Section 4: Child Safe Standards	66
Child Safe Standards	66

Section 1 Policy and Rights

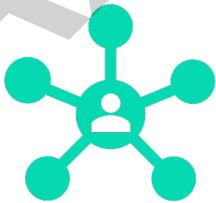
Your Rights	
	This document tells you about your rights.
	Australian laws respect the rights of people with disability. The laws say you: • should be included in community life, and • have the same rights as all other Australians.
	What are your human rights?
	You should be: • safe in your home and anywhere else • treated with respect

	● part of your cultural community.
	You should be able to: ● participate in your religion ● express your sexuality ● communicate in your family's language.
	You also have rights when working with Axis Supports Group and other disability support providers.
	You have the right to: ● receive good quality services ● tell us what you want ● choose the type of support worker you want ● make your own choices.
	You also have the right to: ● be safe ● get help when you need it ● try new things and take risks.

	How does Axis Supports Group respect your rights?
	Axis Supports Group will: • keep you safe • show you respect and respect your privacy • treat you well • help you make your own choices • listen to you • involve your family, advocate and other support carers (if you want us to).
	We will also: • ask you to tell us what supports you want and the type of worker you need • keep your personal information private.

	We can also help you find an advocate if you need one.
	You can safely: • make complaints and provide feedback to us • tell us if you want to use another provider.
	We will follow your instructions unless we feel that you may get hurt. We will then talk to you and your advocate/family about any risks to help you make a safe decision.
	We also make sure our support workers follow our Service Code of Conduct.

Advocacy	
	This document will help you understand advocacy and who an advocate is.
	Advocacy is when a person publicly helps to promote, provide and protect your human rights
	Advocacy can help your voice be heard and your wishes met. Advocacy can be used to help you become part of your community
	Sometimes you might find it hard to say what you want. You might want someone to: • support you • speak up for you • be your voice.
	An advocate can be that person. An advocate is someone who provides a public voice for you if you cannot or do not want to speak up for yourself.

	An advocate should be fair and treat everybody in the same way.
	You can ask someone you trust to be your advocate, like your: • mum or dad • brother or sister • close friend.
	Or you can ask a professional, independent advocate to help you and be your voice. They can help you make good decisions and choices right for you.
	Your advocate should always: • listen and support you • take your side • help you make your own good choices and decisions
	Your advocate can help you: • get ready for meetings • tell people/providers what you want • by signing documents for you.

	Importantly, your advocate can represent you and speak on your behalf.
	Your advocate can help you make a complaint if you are not happy with: • supports provided • the way you have been treated.
	Your advocate can speak for you and tell us how you have been mistreated. They will help us understand the support and assistance you need.
	Your advocate must keep your information private.
	Not sure how to find an advocate?
	Talk to the Axis Management Team at Axis Supports Group. Call: [insert phone number] They will help you find an advocate.



Our Axis Management Team can also help you go online to use **the NDIS Disability Advocacy Finder**

Privacy and Your Personal Information



This document tells you **about your privacy and your personal information.**



To help us provide you with the proper support and services, **we collect and store personal information** about you.

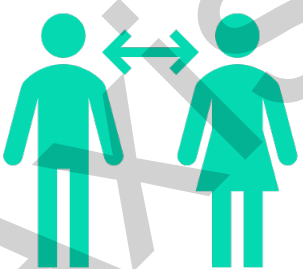


We use your personal information to work with you to **design supports and care that meets your needs.**

	Personal information can include: • your name, address and phone number • your advocate's contact details • details about people who you are close to (mum, brother or a good friend) • supports you need • your medical records • other support providers you use • why and how we are helping you.
	It is Axis Supports Group 's responsibility to keep your personal information private and safe.
	We only share your information with others if you say "yes" or if the law says we must.

	You can say 'no' when asked to share your information with government agencies (like the NDIS). This instruction means you opt-out of sharing your personal information.
	We will ask you to sign an information consent form. The form gives us your approval to use your personal information.
	We also ask you to include all the people with whom you are happy to share your personal information on the form.
	Your information will only be shared with people who you have said can see it, like: • an advocate • a trusted person • other support providers • support workers

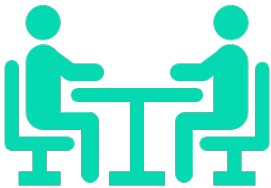
	• government organisations that support you.
	You have rights when it comes to the management of your personal information.
	You can: • ask our Axis Management Team to see your personal information at anytime • tell us to correct wrong or incomplete information • tell us if you think the information is wrong and must be deleted • be part of our policy and practice development by telling management how we work with you.

Complaints and Feedback	
	This document tells you how to make a complaint or give feedback
	Axis Supports Group wants you to give us feedback or make a complaint if you are unhappy.
	It is okay to complain if you are not happy. Tell us when you are upset about: • the supports you received • your support workers • Axis Supports Group.
	If you do not feel comfortable telling us about your complaint, you should tell someone you trust like your: • mum or dad • brother or sister • support worker. Ask them to help you make a complaint.

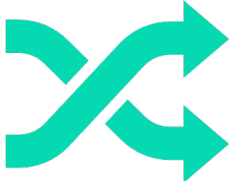
	Or you can get help from a professional, independent advocate to make a complaint or provide feedback to us.
	We can help you find an advocate if you want. Ask our Axis Management Team to help you. Call them on 0498 138 172
	How do you make a complaint or provide feedback to us?
	You can talk to: • your support worker • our Complaints Manager • the Business Development Manager
	You can call or email our Complaints Manager directly: • Call: 0406 331 332 • Email: james@axissupports.com.au

	You can fill out the Complaints and Feedback Form and mail it to the Complaints Manager: 490 Northbourne Avenue Dickson ACT 2602 Ask the Complaints Manager or your support worker for a copy of the form.
	You can fill in the participant survey we send to you every year.
	You can make a complaint at any time directly to the NDIS Commission: Call: 1800 03 55 44 Or go to their website: <u>www.ndiscommission.gov.au</u>
	You can make a complaint and remain anonymous. Anonymous means we will not know who you are.

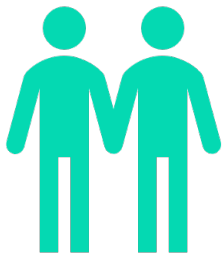
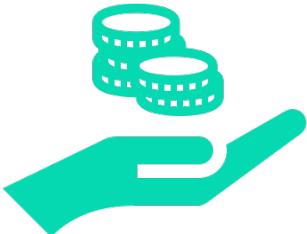
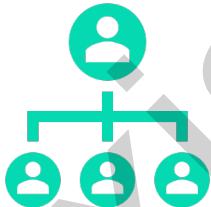
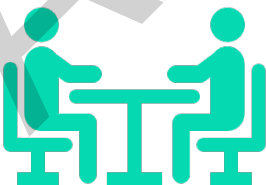
 	To be anonymous, use the Anonymous Complaint and Feedback Form provided at your intake meeting: 1. Complete the form (your advocate can do this for you). 2. Mail it back to us using the stamped, self-addressed envelope provided.
	Remember, if you complain anonymously, we cannot provide you with a response, as we will not know who you are
	We take all complaints and feedback we receive seriously. They help us to improve our service and supports for you!
	How do we manage your complaint or feedback?

	Our Complaints Manager will: • talk with you about your problem • listen to your voice • write everything you say down • plan to fix your problem with your input.
	Complaints Manager will: • try to fix your problem • contact you regularly to tell you how the issue is being fixed.
	To keep you safe, if your complaint or feedback involves someone being put in danger of being hurt, we will tell the police, Child and Youth Protection Service and the NDIS.
	We keep everything you tell us privately.
	If you are unhappy with the way we handle your feedback or complaint, you can tell the NDIS Commission: • Call: 1800 03 55 44 (free call from a landline)

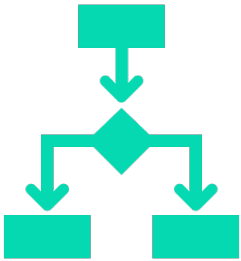
	Go to their website: www.ndiscommission.gov.au
--	---

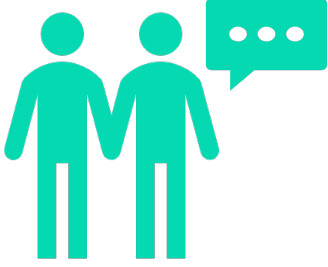
Conflict of Interest	
	This document explains what a conflict of interest is and what Axis Supports Group does to manage them
	A conflict of interest is when a staff member's interests are different to Axis Supports Group 's or your best interests
	Our staff should always do what is best for you and Axis Supports Group.
	Our staff's interests are called private interests
	A private interest can be: direct – something owned by the person indirect – something owned by a family member or a close friend.

	A private interest can also be: • financial – getting money from it • non-financial – builds personal relationships in the community or with friends and family.
	It is okay for staff to have a conflict of interest, as long as they tell Axis Supports Group. We can then decide what to do about their conflict of interest to manage it.
	A conflict of interest may be: • actual – it happened • potential – it could become a problem • perceived – it seems like a conflict but is okay as long as it is monitored.
	A conflict of interest is wrong when a staff member uses it to get more than they should for themselves or their friends.

	A conflict of interest can happen if a staff member's close friends or family become involved in work decisions.
	A conflict of interest can happen if a staff member gets extra money by working for a different company at Axis Supports Group.
	A conflict of interest happens when our staff: • are involved with another organisation • encourage you to use the other Provider to receive support.
	How does Axis Supports Group manage a staff conflict of interest?
	We ask our staff to tell us (declare) their conflict of interest as soon as possible.

	Our Axis Management Team assesses all staff conflicts of interest to ensure they will not severely impact our organisation or you.
	Our Axis Management Team will manage and monitor all declared conflicts to ensure they continue not to impact you or us.
	We regularly check that conflicts of interest are not impacting Axis Supports Group 's: • support provision • quality of support • good decision-making
	How do we ensure there is no conflict of interest with a participant?
	Our Axis Management Team will discuss any identified conflicts of interest that could impact the support you receive.

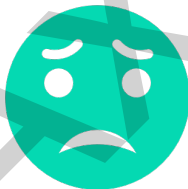
	Our Axis Management Team will explain how we will manage the conflict
	We want you to tell us if you are unhappy about managing the conflict of interest.
	We will work with you to try and make changes to make you happy.
	Any decisions you make about your providers or supports will not impact the current supports we provide you.
	Using other providers will not impact the quality of support you receive from Axis Supports Group.
	If we cannot fix the conflict of interest and you are unhappy, we may refer you to another provider

	We will talk with you about this. We will find the best way to continue receiving the support you need.
	If you are referred to another provider, we will assist with your transition from our service.

Incident Management	
	This document tells you what an incident is and how Axis Supports Group manages them .
	There are two types : 1. A general incident 2. A reportable incident.
	A general incident is when: • a person causes you harm or could have caused you harm • you hurt someone else • you feel that someone is going to hurt you.
	A reportable incident is when one of the following happens: • a death • a serious injury • harm • neglect • sexual misconduct • unregulated use of restrictive practices.
	If your worker believes you have been harmed or may be at risk of being

	harm, they will call the Child Abuse Reporting Line to protect you.
	If you are involved in an incident, you must immediately tell our \${Manager Position}, your support worker or a trusted person.
	Our Axis Management Team will meet with you to record what was said and done during the incident.
	Our Axis Management Team will ask you: • what happened • the names of people who saw the incident • when you told someone about the incident (date and time) • details of the person you told • how the incident affected you • what could be done to stop the incident from happening again.
	Your safety is important to us.

	After an incident, we will provide support or assistance to help you recover from the incident.
	We will support you by: • fixing the incident quickly • helping you look after your health and wellbeing (where we can).
	We will regularly keep you up to date with managing the incident.
	The Axis Management Team will contact you to: • talk about what happened • tell you what actions we will take to fix the incident • explain to you what steps have already been taken
	We will ask for your: • feedback and thoughts on how we are fixing the problem • ideas about any changes that could help you in the future.

	Our Axis Management Team investigates the incident to work out what happened and stop it from happening again.
	We then complete a review of the incident to improve our service by: • learning what happened • making changes to stop it from happening again.
	Some changes we might make could be to: • change our practices • change our policies • retrain our staff.
	Reportable incidents
	A reportable incident is when you or another participant are badly hurt or mistreated.



If a reportable incident happens, Axis Supports Group must tell the NDIS Commission, Police and the Child and Youth Protection Service

	We must complete an NDIS Reportable Incident Form. 1. Immediate Notification Form 2. 5-Day Notification Form
	Axis Supports Group must send the form to the NDIS Commission using the NDIS portal.
	The NDIS Commission reviews the incident. They will tell us if we need to take any further action.
	We will update you on the NDIS Commission's findings, including any actions we must take
	We keep everything you tell us privately.
	If you are unhappy with the way we handle your incident, you can tell the NDIS Commission: • Call: 1800 03 55 44 (free call from a landline)

	Go to their website: www.ndiscommission.gov.au
--	---

Zero Tolerance – Harm, Risk of Harm, Violence, Abuse, Neglect and Exploitation



This document tells you how Axis Supports Group **prevents or manages** harm, risk of harm, neglect and exploitation.

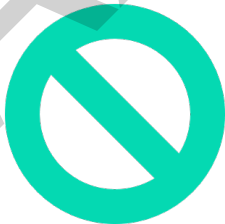


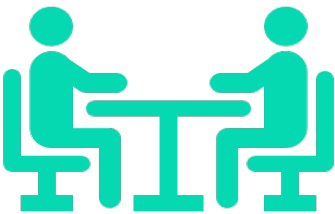
You have **the right** to enjoy a life **free from violence, harm, neglect and exploitation**.



You should always feel safe when receiving support from us.

If you **do not feel safe**, tell your worker immediately.

	Violence is when someone hurts you physically (like hitting, punching or slapping you).
	Harm is when someone mistreats you and might hurt your body or feelings.
	Neglect is when someone is not caring for you or helping you how they are supposed to.
	Exploitation is when someone is taking advantage of you.
	Axis Supports Group does not allow any acts of violence, harm, exploitation or neglect towards you.

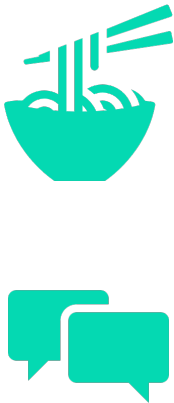
	It is our responsibility to protect you and keep you safe.
	We want you to tell us if someone hurts you or if you do not feel safe when with someone.
	If you do not feel comfortable telling us, you should tell someone you trust like your: • mum or dad • brother or sister • support worker.
	Or you can get help from a professional, independent advocate.

	We can help you find an advocate if you want. Ask our Axis Management Team for help. Call 0406 331 332
	You can also get help by calling the National Disability Abuse Hotline on 1800 880 052.
	To keep you safe, we will: • make sure our staff follow the rules • train staff on how to help you • keep your information private.
	Axis Supports Group will always: • support you if something terrible happens • call the police or Child and Youth Protection Service if necessary.

	We will always: • listen to you or your advocate • provide you with the support you need • keep you updated on what is going on.
	If you are not happy with how we are helping you tell the NDIS Commission: Call 1800 03 55 44 Go online www.ndiscommission.gov.au

Section 2 Planning and Supporting

Planning with you	
	Your voice is essential for us to know how to work with you.
	Please tell us about your needs and requirements.
	Your Support Plan is designed with you at the centre of all actions.
	Our staff will look at your current NDIS Plan funding to ensure that we have the services you need.
	To create your plan, we may need to talk to your family, health providers and others (with your permission)
	We will consult with you about many supports such as: • Living skill development • Your interests, leisure and community group involvement

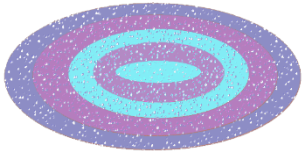
	● Travelling and transport needs
	We will consult about: ● family relationships ● cultural requirements, e.g. food, ● spiritual Identity – religious needs ● communication methods
	Your safety is checked: ● physical environment ● personal emergency plan tested
	Your health needs are assessed: ● medical needs ● general health requirements ● high-intensity requirements ● allied health services ● comprehensive health ● vaccination support ● oral health
	We look for risks so we can get rid of or reduce them

	We will create risk strategies with you and train our staff in these
	Your Support Plan is reviewed every year
	If your needs change, then we will review your plan earlier
	You will need to sign your Support Plan
	We will provide you with a copy of the Support Plan

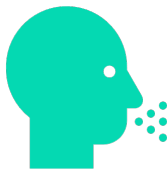
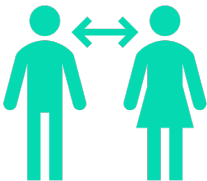
Risk Assessment	
	Your safety is essential to your support
	Assessing risks to you will occur regularly. Your risk assessment starts at your initial intake, then at least annually.
	When your situation changes, we will undertake another risk assessment.
	A risk is when it is probable that a specific event or activity may lead to you or someone else being hurt.
	We assess risks by asking: • What could go wrong? • How often? • How bad? • Is there action needed?
	A strategy will be written for any risk and recorded in your Support Plan.

	We will discuss your risks and their strategies with you.
	If we think an activity has high real or potential risk. We will talk to you about the risks. You can agree to undertake this activity (Informed-Consent)
	Your environment is checked for: • Trips and falls • Electrical issues – cords • Hot water temperature • Medication storage • Pets • Physical environment – stairs etc
	Your emotional environment is checked to ensure the people around you are supportive and not hurting you.
	We look for risks so we can get rid of or reduce them

	We will create and train staff in your risk strategies
	If your needs change, then we will review your risks earlier

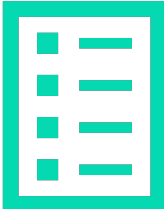
Safe Environment	
	Your safety is our priority.
	We will assess your environment to make sure you are safe.
	Our checks will look at your floors to help reduce your risks – trips and falls
	Our team may check your flooring – any rips, tears or lifting flooring or rugs.
	Our checks will look for any electrical problems such as cords hanging or frayed
	We will make sure your hot water is at the right temperature to prevent you from burns or scalds
	Your medication storage is checked.

	If you have pets, a plan will be devised to prevent any incidents between the pet and our staff.
	Please do not smoke when our staff are present.
	Sometimes we may have to wear masks to stop you and us from getting sick.
	Our team will make sure that we clean to prevent germs from spreading.
	Our team may wear gloves so we don't make you sick
	Wash your hands regularly, especially after using the toilet or blowing your nose
	To keep you safe, our team will wash their hands, wear gloves and use hand sanitisers.

	If we clean your home, we will ensure we clean all surfaces and dispose of all rubbish as your plan says.
	If you are sick, please tell us, so we know how to manage your support.
	We will talk to you at least every year about your safety
	Talk to us any time if you are unsure or feel unsafe.

Emergency and Disaster Planning

	We will work with you to create an emergency plan.
	Your emergency plan will reduce and get rid of any risks during an emergency or disaster.
	An emergency is any sudden, urgent, unexpected event that may cause grave risk to your health, life or environment
	A disaster can be prepared for and may cause loss of life, damage or hardship (such as fire and flood)
	Your emergency plan ensures continuous support and manages your safety needs.
	Your emergency plan reviews what is critical to your safety, health and wellbeing

	Your emergency plan considers planning and responding to an emergency and disaster
	Your emergency plan will look at potential changes, adapting and rapidly responding to ensure your support.
	We will write the communication strategies for you and your network into the plan.
	We will test the emergency plan
	You can give feedback on what worked and what needs to change.
	Our management reviews all the information we gain from your test and the current situation.
	Your staff will be trained and know your plan and how to help you.

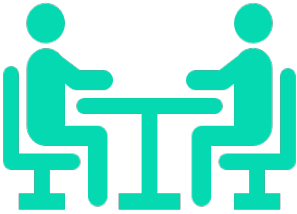
Axis Supports

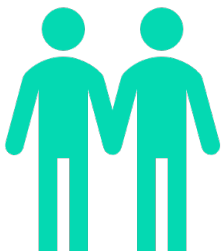
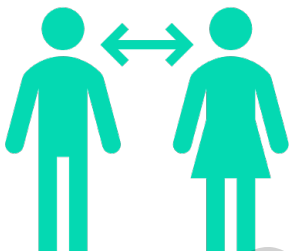
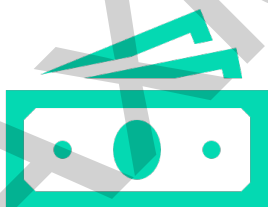
Service Agreement

	This document tells you a Service Agreement and why you need one.
	A Service Agreement is a document. It is an agreement between you and your service provider. The service provider is the person or organisation that supports you (like Axis Supports Group).
	When you agree on the services you want from the Provider, it is written down in the Service Agreement.
	The Service Agreement says that you and your Provider agree to the services they will provide.

	To show that you agree, you sign the Service Agreement. We (the Provider) will also sign the agreement
	The Service Agreement helps make sure you receive the right services for you.
	Your Service Agreement is helpful because it provides everything agreed to in writing.
	If you need help entering a Service Agreement, you can ask a trusted person to support you. A trusted person might be a family member, carer, a friend or an independent advocate.

	Your trusted person (advocate) can speak on your behalf.
	Your trusted person (advocate) can sign your Service Agreement for you (but only if you say that is okay).
	What information should be in a Service Agreement?
	We will meet with you and ask you to talk to us about the support you want.

	We want you to tell us: • what type of support do you need • how you want your support provided • the type of support worker you want to work with • when you need supports • how long you will need the support.
	We will talk to you about: • the supports we can provide • your rights and responsibilities • our responsibilities • anything special that we must consider.
	It is a good idea to bring a copy of your NDIS Plan to your Service Agreement meetings. (If you want, we can put a copy of your plan in your agreement.)

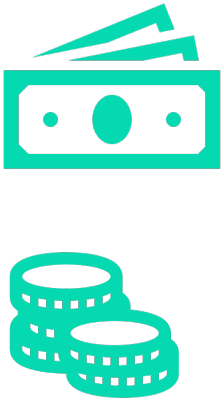
	Once we both have agreed on supports and costs, we will write the Service Agreement. We will then provide two copies for you to read and sign.
	The Service Agreement will include what is expected from you and us (our responsibilities).
	We will explain our responsibilities to you. We will explain your responsibilities which you must meet.
	The Service Agreement will include information about costs. It will include how much our service will cost you.

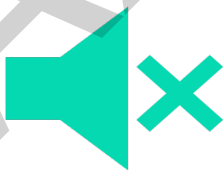
	When do you sign the Service Agreement?
	After you, or your trusted person, has read the Service Agreement.
	After you or your trusted person have had your say and are happy that the Service Agreement meets your needs.
	You only sign the Service Agreement if you agree with what is written in it. There will be two copies to sign (one for you and one for us).

	You sign the agreement, and then we will sign it.
 	We will give you a copy of your Service Agreement, and we will keep a copy in your file.
	Do not forget to keep your copy in a safe and private place.
	You can change or end your Service Agreement with us. Just talk to our Axis Management Team to change an agreement.

	To end an agreement, simply tell us in writing (if you can). Please give us the right amount of notice (check what is written in your Service Agreement).
	We will provide you with the support you need to leave our service.
Money and Property	
	This document tells you how we will look after your money and property.
	You are the owner of your money and property. If you say it is okay, we can help you buy things with your money, and we will use your property to deliver your services.

	We can only use your money or property if you have agreed, which is written in your Service Agreement and Support Plan.
	You agree to our staff helping you use by completing the Participant Money and Property Consent Form.
	Property: • Our staff will only use your property if needed to help deliver your services. • You must tell us it is okay to use your property. • We will add a list of properties used in your Support Plan.

	Money: • You tell us how you want to spend your money. • Our staff cannot touch your money without permission.
	If you ask a support worker to help you spend your money, they must check they can with our \${Manager Position}.
	Our staff cannot use your PIN or get money from an ATM because this is your VERY private information.
	If a support worker helps you with your money, they must follow our rules to keep you and your money safe.

	Our staff will keep receipts for things they have used your money to buy. They will keep a record of all of your money that has been spent.
	Staff will count out your money with you before buying something. They will count out your change after buying something. You will both sign a document agreeing your money was correctly spent.
	Axis Supports Group will tell you how and when your money was spent every month.
	Our staff cannot give you any advice or information about money matters.

	If we think someone is misusing your money or property, our Axis Management Team will tell you.
	The Axis Management Team will: • investigate, record evidence and write a report • tell the police or other authorities, if needed • provide additional support to you (if required).
	If you want help after the Service Agreement is written, we will: • talk to you about the support needed • write everything in your notes.
	The Axis Management Team will include the help you need in your Service Agreement and Support plan and give you an updated copy.

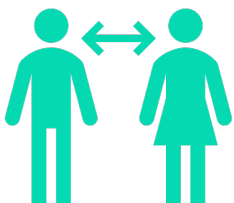


If **you are unhappy** with how we manage your money or property, you can tell **the NDIS Commission**:

- Call: **1800 03 55 44** (free call from a landline)
- Go to their website: **www.ndiscommission.gov.au**

Section 3: Working with you

Communicating with you	
	Your voice is essential to us
	Please speak to us and tell us what you want or what we need to change.
	Tell us how best to connect with you.
	Let us know if you need an interpreter – Auslan, language
	Do you want us to send an email?
	Is phoning you the best?
	We will record what you tell us and let our staff know what you want.

	Tell us if you are interested in giving our management team regular feedback to improve our service
	Our contact information: Bookings: 0421 231 231 (making and cancelling) Accounts: accounts@axisupports.com.au Feedback: 0406 331 332 (positive and negative) Other: 24/7 Contact: 0498 138 172
	Remember, your input and voice are essential to us providing your support

Mealtimes	
 	Tell us your mealtime needs and preference
	We will make sure your meals are nutritious and have the right texture.
	A Speech Therapist works with you to plan your mealtime needs – texture, thickness and other needs
	The Speech Therapist assesses your nutrition and swallowing to see if you need texture-modified food and fluids
	The Speech Therapist reviews your risks

	Your risks may include positioning, swallowing, diabetes, anaphylaxis, food allergies and weight problems.
	The Speech Therapist will assist in designing your seating and positioning when eating.
	The Speech Therapist will create a plan that includes your swallowing, eating and drinking requirements
	Trained staff will help you if you have trouble with coughing and choking.
	Staff have access to your plan so they can see your needs.

	Our team will assess any risks to keep you safe when eating
	We will store your food safely and provide you with your proper meal.
	Don't worry. We will assist and respond to your changing needs if we see you having trouble.

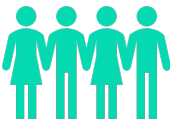
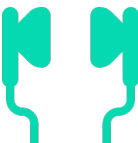
Oral Health	
	Brush your teeth – two times a day
	Use a toothbrush and toothpaste
	Brush in the morning and at night

	Floss after cleaning your teeth
	Avoid sugary food
	Visit your dentist
	We will help and take you to the dentist if you need assistance.

Section 4: Child Safe Standards

Child Safe Standards	
Standard 1	Axis Supports Group must make your safety our number one priority
	We do this by: • letting everyone know we are a child-safe place • always thinking about child safety risks • putting plans in place to manage safety risks.
	Our staff must undergo special Working with Children Checks and NDIS checks to keep you safe.
	Our staff are trained to: • help you if you feel unsafe • be responsible for your safety

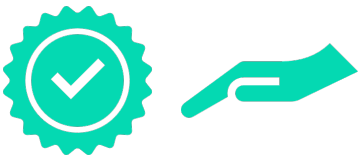
	● follow our rules.
Standard 2	Children are encouraged to speak up and are believed
	We want to hear what you have to say. We want you to tell us about the things: ● you want and like ● you do not want and do not like.
	We want you to tell us if you have been hurt or feel unsafe or scared. You can tell us about your worries.
	We will always listen to you. We will help you and keep you safe.

Standard 3	We work with your family and community to support you
	We understand that your family and community are important. We work with them to help you.
	We share information with you and your family about your care and safety. We involve you and your family in important decisions about your care and safety.
	We ask your family and the community to tell us how we can improve how we keep you safe.
	We always listen to what they have to say.

	We make changes to our organisation based on their suggestions.
--	---

Axis Supports

Standard	We provide you with opportunities to reach your full potential.
	We want you to: • feel proud of your culture and family background • always be treated fairly • always feel included
	We want you to tell us about your cultural differences. We will pay attention to your cultural needs and always treat you fairly.
	We will always provide you with: • support • information about things that are important to you • ways to complain about the support you receive

	We want you to participate in and enjoy our services and activities.
Standard	We select suitable staff, and we support them.
	We want you to know you: • are safe with our staff • we care about you • you can trust us • can tell us about anything that upsets or scares you.
	To keep you safe, our staff: • understand that keeping children safe is important • have been approved to work with children.
	We train all of our new staff: • in their child safety responsibilities • in our child safety rules

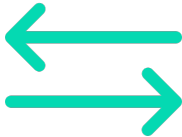
	to understand how we focus on child safety.
	We supervise our staff to help make sure they are: following the safety rules - taking the right steps to keep you safe.
	We provide our staff with regular child safety training updates.
Standard 6	Children are always our priority when we respond to complaints of child abuse.
	We want you to know that we: want you to speak up about anything that is worrying you will look after you and keep you safe - will take action to fix your problem.

	Axis Supports Group takes complaints seriously. We use them to learn and improve the way we do things.
	Our staff are trained to handle and respond to complaints, including child safety complaints.
	We manage all complaints quickly. We tell everyone involved how we will fix the problem. We will then act to fix the problem.
	We want you to tell us if you: • are unhappy • feel unsafe or scared • have been hurt in any way.
	You will never get into trouble for telling us how you feel or about something that has happened to you.

	If someone hurts you, we might need to tell someone else so they can protect and help you. We might need to tell the police. Child and Youth Protection Service and/or the NDIS Commission.
Standard 7	We build the skills, abilities and confidence of our staff.
	Our staff have been trained in ways to keep you safe and protect you.
	If you are hurt, our staff know who to tell to get you the help you need.

Standard 8	Axis Supports Group has identified and removed online and physical risks to keep you safe.
	We understand that you have the right to privacy. We want you to be able to try new things in new places.
	We want you to tell us about the things that make you feel safe or unsafe when you visit us.
	If you go online, we want you to tell us if things do not feel safe or make you feel bad.
	To keep you safe, we think and talk about all the things that could happen that might hurt you when you work with us.

	To protect you, we will change things that are unsafe or could hurt you. We supervise our staff to check they follow our rules to keep you safe.
	We will always listen to your worries if you feel unsafe. We will make changes so that you do feel safe.
Standard 9	We continuously try to improve our child safety practices.
	We always look at the ways we are keeping you safe. We always try to improve the ways we keep you safe.

	To improve child safety, we: ● learn from our mistakes ● listen to feedback and complaints ● make changes to fix the mistakes and complaints.
	Our \${Manager Position}'s job to: ● review how we keep you safe ● find ways to improve child safety.
	The Axis Management Team makes sure we make things better by: ● fixing our policies and rules ● updating our rules ● training our staff in new steps to keep you safe.

Standard 10:	Our policies and procedures are supported by our leaders and understood by all staff members.
	Our policies and procedures are our rules to keep you safe. These rules are based on the Child Safety Standards.
	Our policies and procedures tell our staff the following: • rules they must follow • things they must do to keep you safe.
	We want you and your family to tell us how we could improve our rules.
	If you do not feel that we are keeping you safe, then call the Kids Helpline 1800 55 1800 Youth Helpline 1300 13 17 19

Axis Supports