



Child & Club Safety Policy Statement

Implementing a Safety Management System: Our Layers of Safety Protection

At Boys & Girls Clubs of Aberdeen Area, safety is foundational to everything we do. We strive to create safe places where youth & staff thrive and we are committed to maintaining a safe and healthy environment at all times. We do this by having layers of safety.

To ensure the safety of our operations and services, we are committed to a safety management system to identify, assess and mitigate risks and to continuously improve our safety performance. This requires our unyielding commitment to the following principles:

- Promoting the concept that safety is a core value and precondition to operation.
- Enabling proactive identification, assessment, and mitigation of risks associated with our activities, programs, and services.
- Fostering a positive safety culture through behavioral norms, expectations and “unwritten rules.”
- Prioritizing the safety and health of all individuals involved in our operations and affected stakeholders.
- Conducting risk assessments on a regular basis to proactively address risks and minimize the likelihood and severity of incidents.
- Complying with all applicable laws, regulations, and standards, including the Movement’s membership requirements.
- Actively encouraging the reporting of incidents, near misses and other safety concerns without fear of reprisal.
- Promoting safety awareness through open, regular communication and engagement initiatives.
- Providing comprehensive training to employees, volunteers, and other stakeholders to ensure they are equipped with the knowledge and skills necessary to perform their tasks safely.
- Allocating sufficient resources (people, processes, tools and training) to supporting this safety policy.
- Integrating safety into all aspects of our business planning and decision-making processes.
- Ensuring all employees understand that we all have a daily obligation to pursue safety, quality and compliance as described in this safety policy.

Review and Revision:

This Child & Club Safety policy will be reviewed annually to ensure its continued effectiveness and relevance. It may be revised as necessary to reflect changes in regulations, industry standards, and organizational requirements.