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# VICTORIA MAORI WARDENS INC.

## Child Safe Policy

This Child Safe Policy demonstrates the commitment of Victoria Maori Wardens Inc to child safety and to provide an outline of the policies and practices put in place to keep children safe from harm.

### **Commitment to Child Safety**

Victoria Maori Wardens Inc (VMWI) has a zero tolerance to any form of child abuse and is committed to ensuring VMWI is a safe and friendly environment for children and young people. It is imperative that children and young people who access our activities, programs, events or services feel safe and supported.

We will ensure that child safety is embedded in our organisation's culture, reflected in our policies and procedures, and understood and practiced at all levels. We commit to making sure that everyone within VMWI understands the important responsibilities they have in relation to child safety.

### **Valuing diversity**

VMWI values diversity and does not tolerate any discriminatory practices. To achieve this we:

- Promote the cultural safety of Aboriginal children and their families;
- Promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- Welcome children with a disability and their families; and
- Allow volunteers from diverse cultural backgrounds and ensure that they are aware of their obligation not to discriminate unlawfully

### **On Boarding Volunteers**

VMWI applies best practice standards in the on boarding and screening of its volunteers. Executive review all new applications, with Mahi (worker) volunteers having both National police checks and working with children checks in addition to completing an Induction before being able to undertake any volunteer work. All volunteers are also provided with regular monthly training.

### **Risk Management Approach**

VMW Inc. will ensure that child safety is a part of its overall risk management approach.



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## Recognising and Reporting Child Abuse

A person may participate in sport or cultural activities or carrying out volunteer work and form a belief on reasonable grounds that a child is in need of protection from child abuse.

### Child abuse can be divided into four categories:

1. Physical abuse: occurs when a child has suffered, or is likely to suffer, significant harm as a result of a physical injury, such as a non-accidental physical injury.
2. Sexual abuse: occurs when a child has suffered, or is likely to suffer, significant harm as a result of sexual abuse, such as when a child is exploited, or used by another for his or her sexual gratification or sexual arousal, or for that of others.
3. Emotional and psychological abuse: occurs when a child has suffered, or is likely to suffer, emotional or psychological harm of such a kind that the child's emotional or intellectual development is or is likely to be significantly damaged; and
4. Neglect: occurs when a child's physical development or health has been, or is likely to be significantly damaged. It refers to an omission, such as depriving a child of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, or medical care.

Child abuse includes any actions that results in actual or potential harm to a child, in circumstances where the child's parents have not protected, or are unlikely to protect, the child.

### Reporting

If a person is concerned about an immediate risk to a child's safety, the person must phone "000" as soon as practicable.

Victoria State Government – Health and Human Services

<https://services.dhhs.vic.gov.au/reporting-child-abuse>



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## Related Documents & Legislation

This Policy must be read in conjunction with the law of the Commonwealth and Victoria including but not limited to:

- Children, Youth and Families Act 2005 (Vic)
- Child Wellbeing and Safety Amendments (Child Safe Standards) Act 2015 (Vic)
- Crimes Act 1958 (Vic) and
- Working with Children Act 2005 (Vic)

VMWI policies, including but not limited to:

- VMWI Constitution;
- VMWI Code of conduct;
- Youth and Community Ethical Policy
- **Work** together/**Act** with Integrity/**Respect** other people/**Make** it happen/**Serve** the community (**WARMS**) Policy

## Policy Breaches

It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have done anything contrary to this policy. Any person who may breach this policy is subject to VMW Inc disciplinary action as defined in the VMWI Constitution.