







Document #:	D-22-91154
Version #:	2
Owner:	Executive Manager, People and Culture
Functional Area:	People and Culture
Approved by:	Executive Leadership Team
Approval Date:	14/10/22
Review Date:	14/10/26

<p>Essentials</p>  <p>Read me first</p>	<p>Council is committed to creating and maintaining a culture of child safety and recognises that protecting children and the prevention and response to child abuse is an organisation-wide responsibility. This policy reflects Council’s commitment to adhere to the requirements of the Child Safe Standards (‘Standards’); and to the community to create and sustain an environment where children are safe and protected from abuse.</p>
<p>Principles</p> 	<p>1. Child Safe Standards</p> <p>Council is committed to complying with Victoria’s Child Safe Standards (‘Standards’), and achieving at least the minimum requirements for each Standard, including those set out in the compliance indicators provided by the Commission for Children and Young People (the Commission).</p> <p>As an organisation that works or volunteers with children, the new Standards, as outlined below, apply to Council:</p> <ol style="list-style-type: none"> 1. Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued. 2. Child safety and wellbeing is embedded in organizational leadership, governance and culture. 3. Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously. 4. Families and communities are informed and involved in promoting child safety and wellbeing. 5. Equity is upheld and diverse needs respected in policy and practice. 6. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice. 7. Processes for complaints and concerns are child focused. 8. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training. 9. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed. 10. Implementation of the Child Safe Standards is regularly reviewed and improved. 11. Policies and procedures document how the organisation is safe for children and young people.

<p>Context</p> 	<p>This policy relates to all Council operations provided in the capacity of a local government authority.</p>
<p>Purpose</p> 	<p>The purpose of this policy is to demonstrate a commitment to child safety and the mandatory reporting requirements. This is to ensure that all employees, contractors and volunteers understand and adhere to the principles of providing a child safe organisation whilst undertaking work for the City of Ballarat.</p>
<p>Requirements</p> 	<p>Processes will be assessed for effectiveness and compliance with these principles. If an inconsistency with any of these principles is found in a new or current initiative, action will be taken to achieve compliance and maintain the integrity of protecting children in accordance with this policy.</p>
<p>Accountability</p> 	<p>The Leadership Team acknowledge their responsibility and accountability for complying with, and ensuring the allocation of, adequate resources to fulfil the aims of this policy.</p> <p>All City of Ballarat employees, contractors and volunteers are to demonstrate a personal commitment and responsibility to this policy.</p>