



CHILD SAFE & WELLBEING POLICY

PURPOSE

This policy demonstrates the strong commitment of VPG staff and volunteers to child safety and establishing and maintaining child safe and child friendly environments.

VPG management, staff, volunteers and contractors are obliged to act ethically towards children ensuring their safety and wellbeing.

SCOPE

This policy applies to all VPG management, staff, volunteers and contractors.

COMMITMENT TO CHILD SAFETY

We are committed to ensuring staff, volunteers and contractors, understand that child safety is everyone's responsibility.

We will ensure staff and volunteers are provided with the necessary support to fulfil their obligations in relation to child safety.

We will ensure staff and volunteers are educated in child safety including abuse risks and how to interact and behave with children.

Expectations in relation to behaviour are outlined in VPG's code of conduct.

CHILDRENS PARTICIPATION

VPG encourages children to express their views, and make suggestions, especially on matters that directly affect them.

We actively encourage children who participate in our services to 'have a say' about those things that are important to them. We value diversity and do not tolerate any discriminatory practices.

We inform children what they can do if they feel unsafe. We listen to and act on any concern's children, or their parents raise with us.

RECRUITMENT PRACTICES

VPG takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. We employ a range of screening measures and apply best practice standards in the screening and recruitment of staff and volunteers.

We interview and conduct reference checks on all our staff members.

SUPPORT FOR EMPLOYEES AND VOLUNTEERS

VPG seeks to attract and retain the best volunteers and employees by providing support, supervision and training so they feel valued, respected and fairly treated.

We ensure that our staff and volunteers who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to promote the establishment and maintenance of a child safe environment.



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REPORTING AND RESPONDING TO SUSPECTED CHILD ABUSE AND NEGLECT

VPG will not tolerate incidents of child abuse.

All staff and volunteers working with children understand the procedure to notify child abuse as soon as practicable if they have a reasonable suspicion that a child has been, or is being, abused or neglected by a member of their family.

We ensure that our staff and volunteers are aware of how to make appropriate reports of abuse or neglect by providing professional development and supervision sessions.

VPG may resolve to take any appropriate protective action necessary to keep the child and others safe. VPG will ensure it has policies and procedures in place to ensure that confidentiality and natural justice applies.

STRATEGIES TO MINIMISE RISK

VPG has the following strategies in place to minimise risk to children's safety.

- Recruitment procedures
- Induction program for employees and volunteers
- Working with children blue card checks
- Complaints procedures
- Risk Management Strategies
- Procedure for breaches of policy
- Professional development for staff and volunteers
- Protecting privacy and confidentiality

HARASSMENT/BULLYING

VPG opposes all forms of harassment, discrimination and bullying.

We take issues seriously and encourage anyone who believes that they, or another person, that has been harassed, discriminated against or bullied to raise the issue with a member of the VPG leadership team.

COMMUNICATION

VPG will ensure that everyone who this policy applies is aware of and has had an opportunity to read the policy.

A copy of the policy can be downloaded on VPG's website.