

HRD - Child safety statement of commitment

Commitment to Child Safe Standards

Compliance

Child Safe Standards Victoria

Relevant legislation

- *Working with Children Act 2005* (Vic)
- *Children, Youth and Families Act 2005* (Vic)
- *Crimes Act 1958* (Vic)

Purpose/explanation

The purpose of this policy is to demonstrate the commitment of HRD Integrated Services Pty Ltd to the safety, protection and wellbeing of all children and young people in its care.

HRD Integrated Services has zero tolerance for child abuse and is committed to acting in our learners' best interests and in keeping them safe. Children have the fundamental right to be safe from any form of abuse or neglect.

HRD Integrated Services is committed to ensuring compliance with all relevant child protection laws, regulations and in developing and maintaining a child safe culture when training minors.

Related documents

- *HRD-Child Safety Code of Conduct*
- *HRD-Child safety Risk Management Policy*
- *HRD-Working with Children Check Policy*
- *HRD-Mandatory Reporting Policy and Procedure*

Scope

This policy statement applies to all HRD Integrated Services staff and contractors, staff working under auspicing arrangements and volunteers.

Responsible parties

The Director HRD and the Training Manager are responsible for the implementation and conduct of this policy and related procedures.

Definitions

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| Child | Any person under the age of 18. |
| Child abuse | <p>Child abuse is an act or omission which endangers a child or young person's physical or emotional health or development.</p> <p>1. Physical abuse</p> <p>Physical abuse is any non-accidental form of injury or serious harm inflicted on a child by any person. Physical injury and significant harm to a child may also result from neglect by a parent or carer.</p> |

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| | <p>2. Sexual abuse A child is sexually abused when any person uses their authority or power over a child to engage in sexual activity.</p> <p>3. Neglect Neglect includes a failure to provide a child with an adequate standard of nutrition, medical care, clothing, shelter or supervision to the extent where the health and development of the child are significantly impaired or placed at risk.</p> |
| Child safety | All matters related to protecting children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse and responding to incidents or allegations of child abuse. |

CHILD SAFE PRINCIPLES

The HRD Integrated Services commitment to child safety is based on the following principles that guide the organisational approach to child safety, and which support the development and review of work systems, practices, policies and procedures to protect children from abuse.

1. All children have the fundamental right to safety and protection from abuse and neglect.
2. Child safety and protection is a legal and moral responsibility of all employees, contactors, support personnel and volunteers engaged by HRD Integrated Services.
3. HRD Integrated Services will, as necessary, provide appropriate training and support to employees to assist in providing a safe environment for children.
4. Learners are valued for their individuality and are treated with respect, courtesy and fairness. The views of learners and their privacy are respected at all times
5. HRD Integrated Services has procedures that support the engagement of appropriate personnel to work with children. This applies to all staff, any volunteers and third party contractors who have direct contact with children.
6. Policies and procedures for responding to alleged or suspected incidents of child abuse are accessible.
7. Learners with a disability, vulnerability or those from diverse backgrounds have the right to reasonable adjustment and support.