



Child Safe Policy

In this policy, words in *italic* text are defined terms which have the specific meanings set out in *Gowrie Victoria Policies and Procedures – Definitions and Abbreviations*.

Purpose

The purpose of this policy is to establish and maintain a framework for Gowrie Victoria to operate as a child safe organisation. This includes ensuring that child safety is paramount, maintaining and creating child safe environments and supporting the health, wellbeing and dignity of all *children* enrolled in and attending our programs and *services*.

Scope

This policy applies to all *Board members, staff members, volunteers, students on placements, parents/guardians, children, and contractors/labour hire employees* at Gowrie Victoria.

Policy Statement

Gowrie Victoria is committed to being a *child* safe organisation that fulfils its obligations under the National Principles for Child Safe Organisations and the Victorian Child Safe Standards. This means firmly embedding a culture of child safety within our organisation and protecting all *children* from physical, sexual and psychological abuse, neglect, or exploitation.

Cultural safety, inclusion and empowerment of all *children* are promoted, with a strong commitment to recognising and upholding the rights of Aboriginal and Torres Strait Islander *children*, *children* from culturally and linguistically diverse backgrounds, *children* with disabilities, and those with diverse life experiences. Where appropriate, *children* are provided with agency and are encouraged to participate in decisions affecting them. *Families* are actively involved in decisions that may impact the safety and wellbeing of their *children*.

This includes ensuring that all *staff and volunteers* receive appropriate training in *child* safe practices, recognising signs of abuse and neglect and understanding mandatory reporting obligations. This also includes preventing and responding to allegations of *child* abuse by adhering to all relevant internal policies, procedures, and protocols and creating a culture that prioritises reporting to relevant authorities, where everyone feels safe to report concerns.

Child Safe Environments

All *children* have the right to experience quality education and care in environments that support their health, wellbeing and safety.

Gowrie Victoria acknowledges its duty of care responsibilities, to keep all *children* physically, psychologically and culturally safe and its legislative responsibilities to take every reasonable precaution to protect *children* from harm and hazards by proactively identifying and managing risks to *child* safety.

This also extends to the safe use of digital technologies, storage and use of videos and images, ensuring these technologies are managed in a manner that respects the privacy, dignity and rights of every *child*.

Gowrie Victoria places paramount importance on *child* safety in all activities, while also supporting *children* to engage in risky play and activities such as playing in or near water; being taken on excursions, using challenging play equipment in both indoor and outdoor environments with careful planning and management of these experiences and activities.

Supervision

The *national law* and *national regulations* require approved providers to ensure *children* are adequately supervised at all times while in the care of the service. This includes deploying *staff* in accordance with regulatory requirements and maintaining continuity of care for *children*. Our procedures outline our approach to supervision, and we ensure that *volunteers* and *visitors* to a service are adequately supervised to minimise and manage any risk to *children*.

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Gowrie Victoria will prepare, maintain, and promote a *Statement of Commitment to Child Safety*. This statement will be included on Gowrie Victoria's website, its intranet, be displayed at the entrance to each service, included in family and staff handbooks, and integrated into its *Code of Conduct*.

Gowrie Victoria's approach to *child* safety is comprehensive and multi-dimensional. It is underpinned by a network of interconnected policies, procedures and practices that embed *child* safety and the best interests of the *children* across the organisation, in its culture, behaviours, daily practices and decision-making processes.

Through ongoing reflection, education, and continuous improvement, the organisation will uphold its responsibility to protect *children* and ensure their voices are heard, valued, and respected in every aspect of our programs and *services*.

Authorisation

Approved by	Chief Executive Officer
Name	Karen Weston
Signature	
Date	8 September 2025

References

Policy Status	Mandatory
Relevant Reporting Authorities	Victorian Police – Sexual Offences and Child Investigation Team Department of Families, Fairness and Housing Commission for Children and Young People Department of Education Department of Health

	Department of Justice and Community Safety Victoria The Victorian Institute of Teaching WorkSafe Victoria Working with Children Check Victoria
NQS Quality Area	QA1 – Educational Program and Practice QA2 – Children’s Health and Safety QA3 – Physical Environment QA4 – Staffing Arrangements QA5 – Relationships with Children QA6 – Collaborative Partnerships with Families and Communities QA7 – Governance and Leadership
Relevant Legislation	Prescribed Policies Reg 168: Regulation 168 (2)(h) child safe environment policy Regulation (2) (ha) the safe use of digital technologies and online environments Regulation 168(2) staffing Child Wellbeing and Safety Act 2005 (Vic) Children, Youth and Families Act 2005 (Vic) Crimes Act 1958 (Vic) Education and Care Services National Law Act (2010) Education and Care Services Regulations (2011) Health Records Act 2001 (Vic) Privacy and Data Protection Act 2014 (Vic) Working with Children Act 2005 (Vic)
Related Policy	Child Medical Care Policy Code of Conduct Education Program Policy Early Learning Governance and Management Policy Early Learning Staff Policy Educational Program Policy Family Code of Conduct Family and Community Engagement Policy ICT Acceptable Use Policy Interactions with Children Policy Participation of Students and Volunteers Policy Physical Environment Policy Risk Management Policy Risk Management Framework Social Media Policy Use of Technology Policy Work Health Safety Policy
Related Procedure	Administration of Medication Procedure Child Safe Investigation Procedure Child Safe Reporting Procedure Delivery and Collection of Children Procedure Early Learning Risk Management Procedure

	Emergencies Procedure Excursion Procedure Family Code of Conduct Non-Compliance Procedure Injury and First Aid Procedure Outdoor Play Area Safety Procedure Sun Protection Procedure Supervision Procedure Water Safety Procedure
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Policy Reviewed	Month/Year	Next Review	Month/Year
	August 2025	3 years	August 2028
Version Number	V2.08.2025		
Modifications	New policy in response to legislative changes 1 Sep 2025 and 1 Jan 2026.		