

# Child Safety Policy

## Scope

At Essential Personnel Services (EPS), we are committed to child safety and to provide an outline of the policies and practices put in place to keep children safe from harm.

## Policy

### Commitment to Child Safety

EPS has a zero tolerance to any form of child abuse and is committed to ensuring EPS is a safe and friendly environment for children and young people. It is imperative that children and young people who access our 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 EPS understands the important responsibilities they have in relation to child safety.

### Valuing diversity

EPS 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 workers from diverse cultural backgrounds and ensure that they are aware of their obligation not to discriminate unlawfully

### Pre-Employment

EPS applies best practice in the pre-employment, screening and training of its workforce. All applicants, having National police checks and if necessary International Police Checks, Employee Working with Children Checks, Proof of Residency, Proof of Identity, Vic Drivers Licence, First Aid, including CPR and are required to have formal and relevant qualifications, including Trauma Informed Care.

All workers are provided with induction and regular re-fresher training.

## Risk Management Approach

EPS will ensure that child safety is a part of its overall risk management approach as outlined in the Work, Health & Safety Management Plan.

## 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>

## **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)

EPS policies, including but not limited to:

- EPS Code of conduct;
- EPS Work, Health & Safety Policy
  - EPS Work, Health & Safety Management Plan

## **Policy Breaches**

It is a breach of this policy for any person to which this policy applies, to have been found to have done anything contrary to this policy. Any person who may breach this policy will be subject to an EPS People & Culture internal review and possible disciplinary action.