

## Child Safety Policy

### Our Commitment to Child Safety

The Victorian Poultry Fanciers Association Limited is committed to Child Safety.

- ✓ We want children to be safe, happy and empowered. We support and respect all children, as well as our staff, the office bearers of Affiliated Clubs, Registered Judges and volunteers.
- ✓ We are committed to the safety, participation and empowerment of all children.
- ✓ We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.
- ✓ We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- ✓ Our organisation is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.
- ✓ Our organisation is committed to raising the awareness of our staff, Office Bearers of Affiliated Clubs, Registered Judges and volunteers about child abuse risks.
- ✓ We support and respect all children, as well as our staff and volunteers. We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- ✓ We have specific policies and procedures in place that support our Board of Directors, staff, Office Bearers of Affiliated Clubs, Registered Judges and volunteers to achieve these commitments.

**If you believe a child is at immediate risk of abuse phone 000.**

### Our Children

This policy is intended to empower children who are vital participants in our organisation.

# Victorian Poultry Fanciers Association Ltd (V.P.F.A. Ltd.)

We involve them in making decisions, especially about matters that directly affect them.  
We listen to their views and respect what they have to say.

We promote diversity and tolerance in our organisation, and people from all walks of life and cultural backgrounds are welcome.

## Our Members

This policy guides the Board of Directors, staff, office bearers of Affiliated Clubs, Registered Judges and volunteers on how to behave with children in our organisation.

All of the above must agree to abide by our code of conduct which specifies standards of conduct required when working with children.

## Code of Conduct

**The Board of Directors, staff, Office Bearers of Affiliated Clubs, Registered Judges and volunteers are responsible for supporting the safety, participation, well being and empowerment of children by:**

- upholding the Victorian Poultry Fanciers Association statement of commitment to child safety at all times.
- taking all reasonable steps to protect children from abuse.
- treating everyone with respect.
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another.
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification).
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination).
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities).
- ensuring as far as practicable that adults are not left alone with a child.
- reporting any allegations of child abuse to the Victorian Poultry Fanciers Association Board of Directors and to the Office Bearers of the affiliated Club concerned, and ensuring any allegation is reported to the police or child protection authorities.

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- reporting any child safety concerns to the Victorian Poultry Fanciers Association Board of Directors and the Office Bearers of the affiliated club concerned.
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe.
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

### **The Board of Directors, Staff, Office Bearers of Affiliated Clubs, Registered Judges and volunteers **must not** :**

- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children).
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area)
- put children at risk of abuse (for example, by locking doors).
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities).
- use inappropriate language in the presence of children.
- express personal views on cultures, race or sexuality in the presence of children.
- discriminate against any child, including because of culture, race, ethnicity or disability.
- have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters)
- ignore or disregard any suspected or disclosed child abuse.

## Working with Children

All people engaged in child related work in our organisation should have a current Working With Children check.

***Please see the Working with Children Check website:***

Application for a WWCC is free and simple. If during the process a person's records indicate a criminal history, the applicant will be given opportunity to provide further information and context.

A photocopy of a Working with Children Card should be provided to the affiliated Club the person works with and to V.P.F.A. Ltd. Such information is kept securely and confidentially by the organisation.

## Legislative Responsibilities

The Victorian Poultry Fanciers Association Limited takes our legal responsibilities seriously and acknowledges that:

- Failure to Disclose to the Police a reasonable belief that an adult has committed a sexual offence against a child under 16 is a breach of an obligation upon every Adult in our society.
- People of authority in our organisation will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.