

# Statement of commitment to child safety

## Commitment to child safety

All children who come into contact with Victoria Law Foundation (**VLF**) employees and volunteers have a right to feel and be safe. The welfare of any children with whom we have contact will always be our first priority and we have a zero-tolerance approach to child abuse.

The VLF is committed to the principles of cultural safety and inclusion of children from diverse backgrounds and to the safety and inclusion of children with disability, and we recognise these principles support the safety of all children.

## Children's right to safety and participation

We are not a child-centred organisation. We provide services to schools which have the ultimate responsibility for the safety of the children in their care. However we actively take children's rights to safety and participation into consideration when planning and delivering our services.

## Valuing diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this, we

- support the cultural safety, participation and empowerment of Aboriginal children who attend our programs
- support the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds who attend our programs
- welcome children with disability and promote their participation in our programs
- welcome same-sex attracted, intersex and gender diverse children to our programs
- commit to ensuring the facilities in which our programs are held promote inclusion of children of all abilities.

## Recruiting staff and volunteers

VLF applies best practice standards in the recruitment of staff and volunteers. The VLF recruitment procedure ensures that child safety requirements are addressed in the recruitment process through strategies including -

- assessing the level of contact the role will have with children
- Working with Children checks are required where roles have contact with children
- assess the qualifications and prerequisites required to ensure the staff are appropriately skilled for the role

- assess the training, guidance and supervision required for the position and the current resources available to meet these requirements
- referee checks are performed for advertised positions
- interview questions are asked of all applicants for Education roles to address experience and previous engagement with children and will gauge the applicant's attitudes and values toward children
- before commencing in their role, successful applicants must read and acknowledge the VLF *Values and Behaviours Charter*, attend all induction sessions and read and acknowledge all induction material, including all mandatory VLF policies
- the VLF is committed to ensuring that all staff and volunteers receive the training they require to ensure they understand their responsibilities in relation to staff safety. Due to the limited engagement VLF staff and volunteers have with children, training in child safety is not mandatory, however VLF will support any staff or volunteers who wish to undertake professional development activities in child safety.
- The Education Manager is responsible for responding to any complaints made by staff, volunteers, teachers, children or parents in relation to child safety.

## Privacy

All personal information recorded by the VLF, including that of children, will be managed according to our privacy policy and procedures. A copy of the [VLF privacy statement](#) can be found on our website.