

Statement of Commitment to Child Safety



1. Statement

Fishcare Victoria is committed to being a Child Safe organisation and embedding a child safe culture into our practices and processes to ensure that all children who participate in Fishcare activities are safe at all times and that we fully comply with the Child Safe Standards.

Fishcare Victoria has zero tolerance for child abuse and all staff employed by Fishcare Victoria are responsible to report information about suspected child abuse.

This Statement outlines the framework to ensure that Fishcare Victoria is able to ensure that all reasonable steps are taken so that participants are safe from sexual abuse and can feel safe at all times.

Fishcare Victoria recognises the broad range of diversity amongst children and has put in place strategies to provide a safe environment for all children, regardless of age, culture, ethnicity, linguistic capabilities, vulnerability or mental or physical disability.

Strategies to uphold this commitment include the training of staff, and the development of supporting Fishcare Victoria policies, which Fishcare Victoria will make available to all members of our community to embed an awareness and culture of child safety at Fishcare Victoria events. Fishcare Victoria will actively encourage and enable all members of the Fishcare community to understand, identify, discuss and report child safety matters.

Child safety policies will be approved by the Fishcare Victoria Committee, with implementation overseen by the Executive Officer and upheld by all Fishcare Victoria staff and volunteers. The Committee will work with the Executive Officer to periodically review the effectiveness of its child safety strategies and revise these strategies if and when required.

2. Potential Risk to Children

The following is a summarised list of potential risks to children. The identification of the risk assists with the development of appropriate strategies to mitigate the risks.

| Unintentional/accident harm | Physical Abuse |
|---|--|
| <ul style="list-style-type: none">• Poor physical environment leading to injury• Poor supervision• High-risk activity | <ul style="list-style-type: none">• Physical punishment• Pushing, shoving• Punching, slapping, biting, kicking |

| | |
|--|--|
| <ul style="list-style-type: none"> • Lack of risk mitigation strategies in place | |
| Psychological Abuse <ul style="list-style-type: none"> • Bullying • Threatening language • Shaming • Intentional ignoring and isolating (either face to face, online or via other technology) | Cultural Abuse <ul style="list-style-type: none"> • Sexual abuse, assault and exploitation • Racial or cultural vilification or discrimination • Lack of support to enable a child to be aware of and express their cultural identity |
| Neglect <ul style="list-style-type: none"> • Lack of supervision • Not providing adequate nourishment • Not providing adequate clothing or shelter • Not meeting the specific physical or cognitive needs of children | Sexual Abuse <ul style="list-style-type: none"> • Sexual abuse, assault and exploitation • Grooming • Inappropriate touching • Inappropriate conversations of a sexual nature (either face to face, online or via other technology) • Crossing professional boundaries |

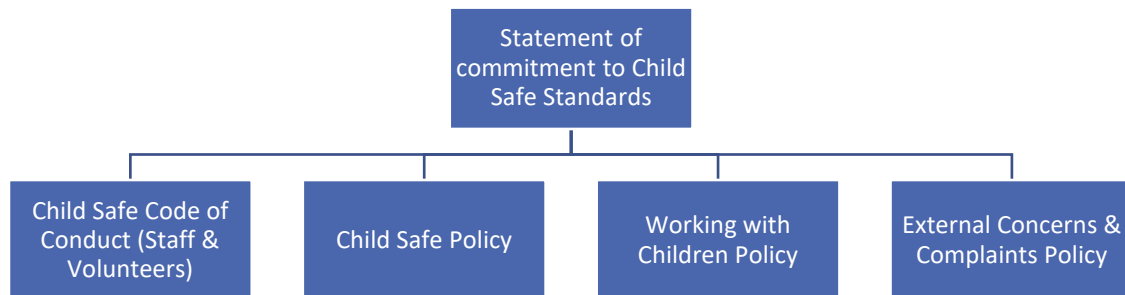
3. Strategies to Mitigate Risk to Children

Fishcare Victoria has the following strategies to mitigate the identified risks:

- The development and publishing of this Statement of our commitment to child safety.
- A framework of policies that have been designed and will be reviewed as necessary.
- A Child Safety Code of Conduct that establishes clear expectations for appropriate behaviour with children signed as part of the induction process with all new employees and volunteers.
- A Working With Children policy that clarifies who is required to have a working with children check. All staff & Volunteers are required to have a WWC. The policy includes procedures for gathering, verifying and recording employment information in relation to child safety.
- Job descriptions that include child safe responsibilities and the need to comply with the standards

- A clear process for reporting on disclosures and concerns about Child Safety is detailed in the External Concerns & Complaints Policy and Child Safe Reporting Policy
- External Concerns & Complaints Policy clearly outlining how to raise concerns of any nature including Code of Conduct breaches or any Child Safety concerns.

Policy Framework for Child Safety



Endorsed by Committee

29 November 2019

This Statement of Commitment can be updated as required.

Authorised and signed on behalf of the committee by:

Sarah Van Stokrom

Executive Officer