

Child and young people support

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Introduction

This policy provides guidelines for how our services and supports are provided to children.

All children and young people have the right to services and supports that:

- Are Person-centred
- Respect individual values, beliefs and rights
- Respect privacy and dignity
- Respect identity
- Promote independence and informed choice
- Are free from violence, abuse, neglect, exploitation or discrimination
- Heard their concerns and needs and respect them

Applicability




When

- Applies to supports and services provided directly or indirectly to any child and young people







Who

- Applies to all representatives including key management personnel, directors, full time workers, part time workers, casual workers, contractors and volunteers.

Documents relevant to this policy

-  Child safe
-  Early Childhood intervention
-  Participant rights

Regulations relevant to this policy

-  Child Safe Standards (Vic)
-  Children's Services Act 1996 (CS Act)
-  Children's Services Regulations 2020
-  National Disability Insurance Scheme Act 2013 (Cth)
-  Child Wellbeing and Safety Act 2005 (Vic)
-  Children, Young and Families Act 2005 (Vic)

Our Responsibilities

All representatives are responsible for the safety, wellbeing and empowerment of children and young people who engage in our Organisation.

- Uphold the rights of children and young people
- Provide a welcoming, inclusive and safe environment that supports and values their ideas and opinions
- Treats children and young people with respect in an environment free of any kind of discrimination
- Promote and consider their cultural safety and inclusion
- Empower the participation of children and young people in the resolution of issues
- Listen and respond to their concerns
- Identify and mitigate any risk that puts children and young people in danger
- Work in a open and transparent way with them
- Observe professional boundaries with children and young people
- Ask for consent

Do not

- Participate in behaviour unsafe, illegal or abusive to children and young people
- Exaggerate or disregard any concern, suspicions or disclosures of child abuse
- Develop inappropriate relationships with children or young people
- Display violent or inappropriate behaviour towards a child or young person.
- Impose your own thoughts, beliefs or values
- Initiate unnecessary physical contact
- Indulge any form of sexual contact with a child or young person
- Use inappropriate, sexually provocative or discriminatory language in presence of a child or young person
- Exchange personal contact details with a child or young person, unless necessary
- EMPOWER families through timely support and skill-sharing.
- BUILD families and child's confidence and capacity of utilising a strengths-based and family-centred approach.
- FOCUS on child and family individual support of utilising the child's skills and interests together with thoroughly researched evidence-based practices.
- EMBRACE diversity and cultural competency.

Our commitment

We are committed to look for the safety and wellbeing of children and young people, preventing any physical, emotional, psychological, or other harm. Fostering a cultural safe and friendly environment for all children and young people we have contact with, deliver services to, or are impacted by our work.

Consequences of breaching this policy

Failure to comply with this policy a disciplinary action may follow, and a legal action would be taking.