

# CHILDREN, YOUNG AND VULNERABLE PEOPLE SAFETY PRINCIPLES CODE OF CONDUCT DOCUMENT



Little Miracles Incorporated  
156 PURNELL RD, CORIO VICTORIA

## Purpose

To identify the behaviours, we will adopt to comply with the 10 National Principles Child Safety Standards, our Child Safety Standards Policy Document.

## Scope

This policy applies to all workplace participants engaged with Little Miracles Community Incorporated.

## Standard #1

Organisations establish a culturally safe environment in which the diverse and unique identities of Aboriginal children and young people are respected and valued.

We are committed to upholding the cultural safety of Aboriginal children, and children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability. We prioritize:

- Warmly welcoming all children in ways that are culturally appropriate for them.
- Engaging all children with learning tasks appropriate to their skill level and culture.

## Standard #2

Child safety and well-being are embedded in organisational leadership, governance, and culture.

We are committed to preventing child abuse and ensure that our Child Safe Culture is embedded in our organisational DNA in the following ways.

- Included in our staff induction program.
- Communicated at every staff meeting.
- Published on our website.
- Embedded in our mission statement.

## Standard #3

Children and young people are empowered about their rights, participate in decisions affecting them, and are taken seriously.

- We invite children who display leadership qualities to become volunteer leaders.
- We aim to invite and include children in our planning meetings.

## Standard #4

Families and communities are informed and involved in promoting child safety and well-being.

- We make ongoing efforts to keep parents aware of Bus Stop Cafe by sending notes and other things home for the children to share with their parents.
- We create more engagement points for parents and seek to involve them in the life of the centre.

## Standard #5

Equity is upheld and diverse needs are respected in policy and practice.

- We make sure the most vulnerable in our area are welcomed into Bus Stop Cafe and Pop Up Church. This means the youngest ones, the refugees with the least English, refugees from Muslim countries and single parents.
- We follow Christ's rule of loving and serving the weakest and most vulnerable.

## Standard #6

People working with children and young people are suitable and supported to reflect child safety and well-being values in practice.

- We carefully vet our volunteers making sure they are strong local Christians who are well known and hold a current Working With Children Check. We keep them on probation until they've proven their suitability and then we welcome them fully into the team.
- Sometimes non-Christians want to serve so we require they participate in prayer meetings and that they also have a current Working With Children Check.
- We actively support all our volunteers with praise and coaching and we pray for them, too.

## Standard #7

Processes for complaints and concerns are child focused.

- The safety and well-being of children is always top priority at Little Miracles. As such, the emotional needs of children are the primary concern whenever there is an incident of any kind.
- The process for dealing with complaints or concerns is child-focused and children are encouraged to share fully about their experience, their feelings, their ideas for improvements and their suggestions are taken seriously.

## Standard #8

Staff and volunteers are equipped with the knowledge, skills, and awareness to keep children and young people safe through ongoing education and training.

- Staff and volunteers are involved in reflection at the end of each session during which training for knowledge, skills and awareness takes place to ensure child safety.
- We make sure our staff and volunteers receive formal training to keep up to date with requirements.

## Standard #9

Physical and online environments promote safety and well-being while minimizing the opportunity for children and young people to be harmed.

- Our physical environments are within Corio Christian Centre which is monitored for safety by four different church groups. On top of this, we ensure risk minimization is top priority so children and young people are not harmed.
- Our online environments are safe places for children. We comply with all guidelines of child safety online.

## Standard #10

Implementation of the Child Safe Standards is regularly reviewed and improved.

- We have a safety briefing every month during which we focus on implementation of the Child Safe Standards
- We report to our Board quarterly on our safety and compliance.

## Standard #11

Policies and procedures document how the organisation is safe for children and young people.

- The minutes of our monthly safety briefings and quarterly Board meetings demonstrate our ongoing commitment and efforts to implement all Child Safe Standards across our whole organisation.
- Our staff induction manual demonstrates our commitment to child safety.