



Child Safety Policy

Policy Statement

Global Public Safety Pty Ltd (**GPS**) is committed to the safety of children and young people at all times.

Objectives

To ensure any environment where services are provided by GPS personnel is safe for children and young people.

Application

A child or young person is any person under 18 years of age.

This Policy applies to any people who perform work for GPS, whether direct employees or contractors.

Without exception, every person performing work for GPS, whether direct employees or contractors must hold a current **Working with Children Check (WWCC)** card issued by the relevant government authority under the *Working with Children Act 2005 (Vic)*. The WWCC Card must be produced to GPS and a copy retained at the relevant office.

Relevant Legislation and Standards

Victorian Child Safe Standards 2022.

Worker Screening Act 2020 (Vic).

Working with Children Act 2005 (Vic).

Working with Children Regulations 2016 (Vic).

National Principles For Child Safe Organisations

We support the National Principles for Child Staff Organisations (National Principles). This policy across GPS align with the National Principles.

The National Principles require that:

1. *Child safety and well-being is embedded in organisational leadership, governance and culture.*
2. *Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.*
3. *Families and communities are informed and involved in promoting child safety and well-being.*

4. *Equity is upheld and diverse needs respected in policy and practice.*
5. *People working with children and young people are suitable and supported to reflect child safety and well-being values in practice.*
6. *Processes to respond to complaints and concerns are child focused.*
7. *Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.*
8. *Physical and online environments promote safety and well-being while minimising the opportunity for children and young people to be harmed.*
9. *Implementation of the national child safe principles is regularly reviewed and improved.*
10. *Policies and procedures document how the Organisation is safe for children and young people.*

GPS Workers Must

- (a) Closely align with the National Principles and intentions, express or implied within this Policy;
- (b) Treat everyone equally irrespective of their race, ethnicity, gender or gender identity, or other individual trait(s);
- (c) Be a positive role model for children and young people in all behaviours;
- (d) Ensure another worker/adult is always present or in sight during any interactions with children or young people;
- (e) Remain alert and immediately respond to any issue that may cause harm to a child or young person;
- (f) Encourage any child or young person to speak up on issues that are important to them; and
- (g) Immediately report to the CEO of GPS any actual or potential breach of this Policy. The initial report must be by telephone and followed up with a written report within 24 hours or sooner.

GPS Workers Must NOT

- (a) Engage in non-essential physical touching;
- (b) Engage in rough physical games;
- (c) Form or attempt to form a “special relationship” or a “ongoing friendship” with the child or young person;
- (d) Engage in activities of a personal nature that a child or young person could do for themselves such as toileting or changing clothes;
- (e) Take photographs that might capture an image of a child or young person. If a photograph is taken that unintentionally captures an image of a child or young person it must be deleted and reported; and

- (f) Engage in conversations or other behaviours involving a child or young person that might be deemed inappropriate by a reasonable person in the circumstances.

A handwritten signature in black ink on a light yellow background. The signature appears to be 'J. L. Smith' written in a cursive style.

Authorised by the CEO

18 February 2023