YMCA Victoria Policy Addendum – National Children and Young People Safeguarding Policy - Victoria

1. PURPOSE

In Victoria, organisations providing services to children and young people must, by law, adhere to the Victorian Child Safe Standards. In accordance with the Victorian Standards, Y Victoria has developed an addendum to support the National Children and Young People’s Safeguarding Policy.

1. Scope

This Policy Addendum applies to The Young Men’s Christian Association of Victorian Inc and related entities including Kingswim and The Victorian YMCA Youth and Community Services Inc. For the purposes of this document we refer to these entities as the YMCA.

1. CONTEXT

The Addendum addresses the additional requirements of the Child Wellbeing and Safety Act 2005 and supports the Y Australia National Policy, Safeguarding Children & Young People Policy

Safeguarding Children and Young People National Policy can be found [here](https://ymca.org.au/wp-content/uploads/2021/04/2671-YMCAAust_Safeguarding-Policy-Document-V5s.pdf)

1. Audience

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| --- | --- | --- | --- | --- |
| Staff/Volunteers | Managers | Senior Managers/Executive | | Board Members |
|  | Customers/Patrons | | Contractors | |

1. Addendums to the Policy

In addition to the requirements outlined within the National Safeguarding Children and Young People Safeguarding Policy, the following additional overarching principles and operational requirements apply:

**Overarching principles**

5.1 Y Victoria is committed to promoting the cultural safety, inclusivity and needs of Aboriginal children, young people, and their families.

* 1. Organisational leaders support staff, volunteers and community members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children.
  2. All Y People actively support and facilitate the participation and inclusion of Aboriginal children, young people and their families

**Operational requirements**

All YMCA business units to maintain a child safe standard self-assessment to ensure compliance with each standard within the context of the operational environment

* 1. The organisation creates an inclusive and welcoming physical and online environment for Aboriginal children and their families by acknowledging and respecting Aboriginal people, communities, cultures, and values.
  2. All children receive information from the organisation about cultural rights and the organisation takes active steps to encourage Aboriginal children to express their culture. When children express their culture, staff and volunteers in the organisation give them support.
  3. Aboriginal children, young people and families are consulted about services and programs Y Victoria offers.
  4. The organisation takes steps to empower Aboriginal children and young people and provides them with opportunities to participate in a way that is culturally safe.

* 1. The organisation takes steps to empower Aboriginal families and provides them with opportunities to participate in a way that is culturally safe.

* 1. The organisation provides members of the organisation’s community with information on cultural rights and the importance of culture to the wellbeing and safety of Aboriginal children.
  2. The organisation provides members of the organisation’s community with information on the connection between cultural safety and the prevention of child abuse and harm for Aboriginal children.
  3. Strategies to keep Aboriginal children and young people safe are developed, implemented, and embedded.
  4. Y Victoria recognises the absence of racism does not indicate cultural safety. Y Victoria has a zero-tolerance approach to racism and discrimination.

**Code of Conduct**

In line with this addendum, Y Victoria has updating the Code of Conduct to include:

4.12 All staff and volunteers will support children to express their culture and enjoy their cultural rights.

1. LegisLATIVE AND INDUSTRY REQUIREMENTS

*Child Wellbeing and Safety Act 2005*

*Crimes Act 1958*, section 327

*Crimes Act 1958*, section 49C

*Children, Youth and Families Act 2015*,

*Education and Training Reform Act 2006* and *Children, Youth and Families Act 2005*

*Wrongs Act 1958*, Part XIII

1. REFERENCES

[CCYP website](https://ccyp.vic.gov.au/)

[Keeping Kids Safe Report](https://humanrights.gov.au/safeandwell)

[Child Wellbeing and Safety Act 2005](https://www.legislation.vic.gov.au/in-force/acts/child-wellbeing-and-safety-act-2005/035)

[Betrayal of Trust Report](https://www.parliament.vic.gov.au/file_uploads/Inquiry_into_Handling_of_Abuse_Volume_2_FINAL_web_y78t3Wpb.pdf)

[Royal Commission into Institutional Responses to Child Sexual Abuse](https://www.childabuseroyalcommission.gov.au/)

1. Approval and review

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| --- | --- |
| **Approved:** | Members of Executive Leadership Team |
| **Approval Date:** | 17/02/2022 |
| **Policy Review Date:** | As required in line with Victorian Child Safe Legislation |
| **Policy Owner:** | Rosina Savino, Safeguarding Children and Young People Manager |
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## Amendments

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| --- | --- | --- | --- |
| Version | Date | Author | Change Description |
| V1 | 19/10/2022 | Rosina Savino | Development of the Safeguarding Children and Young People Addendum to meet Victorian Child Safe legislation introduced 1 July 2022 |