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[Company name]  [Company address]

Children, Young and vulnerable people safety standards code of conduct document

# Purpose

To identify the behaviours, we will adopt to comply with the Victorian Government’s 11 Child Safety Standards, our Child Safety Standards Policy Document.

# Scope

This policy applies to all workplace participants engaged with Your Organisation.

# 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 will be culturally safe and respect the diverse and unique identities of Aboriginal children and young people in the following ways:

* Allow them to speak about their culture.
* Establish relationships with them to build trust.
* Hold Cultural Days to understand more about their culture.

# Standard #2

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

We are committed to preventing child abuse and ensuring that it is embedded in our organisational cultural 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.

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* Text

# Standard #4

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

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# Standard #5

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

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# Standard #6

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

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# Standard #7

## Processes for complaints and concerns are child focused.

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# 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.

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# Standard #9

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

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# Standard #10

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

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* Text

# Standard 11

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

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* Text