



Child Safe Standards & Code of Conduct

Doveton Show Inc. employ and abide by [The 11 Child Safe Standards](#) as outlined by the Victorian Government's Commission for Children and Young People.

All members, personnel, volunteers and employees of Doveton Show Inc are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted in [The 11 Child Safe Standards](#), and as summarised below.

All personnel of Doveton Show Inc. are responsible for supporting the safety, participation, wellbeing and empowerment of children.

- **STANDARD 1:** Promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- **STANDARD 2:** Child safety and wellbeing is embedded in the organisations leadership, governance and culture, making a public commitment to child safety. All personnel involved with Doveton Show must adhere to Doveton Show Inc. child safe policy at all times, upholding Doveton Show Inc. statement of commitment to child safety.
- **STANDARD 3:** Children and young people are empowered about their rights and are taken seriously. Children should be encouraged to 'have a say' and participate in all relevant organisational activities where appropriate, especially on issues that are important to them
- **STANDARD 4:** Families and communities are informed and involved in promoting child safety and wellbeing, this includes decision affecting children and also decisions within the organisation.
- **STANDARD 5:** Equity is upheld and diverse needs respected in policy and practice. Support should be provided to all children, including but not limited to those with culturally and/or linguistically diverse backgrounds, those with a disability, those who are lesbian, gay, bisexual, transgender and intersex. Doveton Show Inc. will always promote the cultural safety, participation and empowerment of children and treat them with respect.
- **STANDARD 6:** Ensure all people working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice. This includes ensuring that during recruitment, advertising, and volunteer screening, child safety and wellbeing is emphasized and all staff and volunteers are provided with education



regarding their responsibilities to children and young people. Relevant staff and volunteers must have current working with children checks.

- **STANDARD 7:** Processes for complaints and concerns are child-focused. All complaints are taken seriously, as well as reported correctly both internally to Doveton Show Inc. (to the Child Safety Officer/Secretary/Chair) and then to the relevant authorities (police, child protection). If an allegation of child abuse is made, ensure as quickly as possible that the child is (or children are) safe. All staff/volunteers must listen and respond to the views and concerns of children, particularly if they advise that they or another child has been abused and/or are worried about their safety, or the safety of another child.
- **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.
- **STANDARD 9:** Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed. Risk management plans consider risks posed by organisational settings and activities. All personnel must take all reasonable steps to protect children from abuse, and ensuring as far as practicable that adults are not left alone with a child.

Personnel of Doveton Show Inc. must not

- Develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- Exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometimes)
- Put children at risk of abuse
- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- Engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- Use inappropriate language in the presence of children
- Be under the influence of alcohol or drugs



- Express personal views on cultures, race or sexuality in the presence of children
- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity
- Have any online contact with a child by way of but not limited to social media, messaging, texting except where that communication is reasonable in all circumstances
- Ignore or disregard any suspected or disclosed child abuse

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Doveton Show Inc Child Safety Officer/Secretary/Chair.



DOVETON SHOW INC. CHILD SAFETY POLICY JULY 2024

Doveton Show Inc. (DS) is committed to the safety and wellbeing of all children and wants them to feel safe, happy and empowered.

REGULAR REVIEW

The Doveton Show Inc. committee shall review and update as necessary this policy every 2 years

GENERAL

DS has zero tolerance of child abuse and has legal obligations to contact authorities if there is any evidence or complaints regarding any alleged abuse or improper behaviour.

DS is committed to preventing child abuse through identifying risks early and removing and/or reducing these risks.

DS will in all recruitment processes for both paid staff and volunteers keep the safety of children in mind and will ensure that child safety requirements are addressed during the induction process of all staff and volunteers in this area. All staff and volunteers working with DS must have a current working with children check.

DS is committed to the cultural safety of children from all backgrounds.

We support and respect all children and aim to create a child safe and child friendly environment.

INVOLVEMENT

DS supports empowering children and accordingly will, where practical, involve them in making decisions directly affecting them.

VOLUNTEERS

DS requires that all staff and volunteers abide by the DS Child Safe Standards & Code of Conduct when working with children.

INDUCTION PROCESS

The safety of children is the responsibility of everyone in the DS organisation, whether paid or volunteer. Accordingly, DS will ensure that all existing staff and members of the Doveton Show receive a copy both the DS Child Safety Policy and the DS Code of Conduct. During the induction process all new staff, renewing and new volunteers will be given a copy of:

- *Doveton Show Inc. Child Safe Standards & Code of Conduct*
- Information addressing how to identify, assess and minimise child abuse and the Reporting Process.

All staff and volunteers engaged in child-related work are required to hold a Victorian Working with Children Accreditation. This includes all staff, amusement ride and children's entertainment providers, and any volunteers, judges, stewards who under reasonable circumstances interact with children in carrying out their duties to the society.



For further information see the Working with Children Check website (www.workingwithchildren.vic.gov.au)

ALLEGATIONS, CONCERNS & COMPLAINTS

If a DS staff member or volunteer has a reasonable belief that an incident has occurred, they must report it to the DS Child Safety Officer, Secretary or Chair. Any allegations of child abuse must be reported to the police or child protection.

Factors contributing to a reasonable belief may be:

- A child states that they or someone they know has been abused
- Behaviour consistent with that of an abuse victim is observed
- Someone else has raised a suspicion of abuse but is unwilling to report it
- Observing suspicious behaviour

RECORD OF INCIDENTS AND ALLEGATIONS

If an allegation or incident results in documented records being created, such records shall be securely stored. Such documents shall include incident reporting forms and investigation reports. If an incident results in an investigation by the DS then appropriate information will be provided to the family concerned from time to time.

DS will ensure that any personal information recorded is protected and would only be provided to appropriate persons or authorities if there is a risk to someone's safety.

LEGISLATIVE RESPONSIBILITIES

DS takes its legal responsibilities seriously and notes:

- All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the Victoria Police
- DS persons in authority will commit an offence if they do not take action to reduce or remove a substantial risk of child sex abuse

Note: A person has a reasonable excuse for not reporting if they fear for their safety or if the information has already been disclosed

RISK MANAGEMENT

DS will in its risk management processes assess risks throughout its activities and put in place mitigation strategies to minimise such occurrences to the greatest extent possible.

FURTHER INFORMATION

Staff and Volunteers can access other relevant information from the secretary's office eg: [A Short Guide to the Child Safe](#) Standards can be downloaded at www.cyp.vic.gov.au.