Glen Iris Child Care and Kindergarten

GI-036 – Victorian Child Safe Standards Policy

Policy Number	GI - 036
Quality Area	QA2 – Children's Health and Safety • QA4 – Staffing Arrangements • QA6 – Collaborative Partnerships with Families and Communities • QA7 – Governance and Leadership
National Law	s.162 • s.167 • s.168
National Regulations	Regs. 84 • 155 • 156 • 168 • 170
Related NQS	QA2.2.3 • QA4.2.2 • QA6.1.1 • QA6.2.2 • QA7.1.2 • QA7.2.1
EYLF V2.0	Principles – Secure, Respectful and Reciprocal Relationships • Partnerships • Equity, Inclusion and High Expectations • Collaborative Leadership and Teamwork • Outcomes – 1, 2 & 3
Victorian Child Safe Standards:	Standards 1–11
Version:	1.0
Approved By:	Centre Director
Approved Date:	July 2026
Review Date:	July 2027

OUR COMMITMENT

At **Glen Iris Childcare Centre & Kindergarten Child Care Centre**, we are committed to creating and maintaining a child-safe culture where every child is respected, valued and protected from harm.

We recognise that child safety is a shared responsibility and is embedded across every aspect of our service. Our leadership team, educators, staff, students, volunteers, families and community work together to uphold children's rights and ensure every child feels safe, included and heard.

We are committed to implementing and continually strengthening the Victorian Child Safe Standards through strong leadership, effective governance, meaningful partnerships with families and genuine participation by children.

Children's safety, wellbeing and best interests remain the primary consideration in every decision made by the service.

LEGISLATIVE INTENT

This policy supports Glen Iris Childcare Centre & Kindergarten Child Care Centre in meeting its obligations under the Victorian Child Safe Standards, the Education and Care Services

National Law and National Regulations by embedding child safety and wellbeing into governance, leadership, daily practice and continuous improvement.

PURPOSE

This policy outlines how Glen Iris Childcare Centre & Kindergarten Child Care Centre implements and maintains the Victorian Child Safe Standards across all areas of the service.

It provides a framework for leadership, educators, families and the community to work together to create a safe, inclusive and child-focused environment where children's rights are promoted and protected.

WHO THIS POLICY APPLIES TO

This policy applies to:

- Approved Provider
- Nominated Supervisor
- Responsible Persons
- Educational Leader
- Educators
- Administration Team
- Students
- Volunteers
- Contractors
- Families
- Visitors

DEFINITIONS

Child Safe Standards
The eleven Victorian Child Safe Standards that provide a framework for organisations to create and maintain environments that protect children and young people from abuse.

Child Safety
Actions taken to protect children from abuse, neglect, harm, exploitation and any other behaviour that places a child at risk.

Child Wellbeing
A child's physical, emotional, cultural, psychological and social wellbeing, supported through safe, respectful and inclusive environments.

Participation
Providing children with meaningful opportunities to express their views, contribute to decisions and have their voices heard.

Cultural Safety
An environment where children feel respected, included and safe to express their identity, culture, language and beliefs.

WHY THIS POLICY MATTERS

Every child has the right to grow, learn and develop in an environment that is safe, supportive and free from harm.
Embedding the Victorian Child Safe Standards into everyday practice strengthens leadership, promotes accountability and creates a culture where children, families and educators work together to uphold children's rights and wellbeing.
By implementing the Child Safe Standards across every aspect of the service, Glen Iris Childcare Centre & Kindergarten Child Care Centre demonstrates its commitment to continuous improvement and ensuring child safety remains at the centre of all decision-making.

GUIDING PRINCIPLES

Glen Iris Childcare Centre & Kindergarten believes:

- Every child has the right to be safe, respected, valued and heard.
- Child safety and wellbeing are embedded in leadership, governance and everyday practice.
- Children are active participants in decisions that affect them.
- Families are valued partners in promoting child safety and wellbeing.
- Diversity is respected, and equitable outcomes are promoted for every child.
- Child-safe recruitment, supervision and professional learning strengthen our child-safe culture.
- Continuous reflection and improvement support best practice and legislative compliance.

OUR POLICY

Glen Iris Childcare Centre & Kindergarten Child Care Centre is committed to implementing and maintaining all eleven Victorian Child Safe Standards across every aspect of the service.

Child safety and wellbeing are embedded into leadership, governance, recruitment, educator practice, the educational program, partnerships with families and continuous improvement. Every decision made by the service reflects our commitment to protecting children from harm and promoting their rights.

The service will regularly review policies, procedures, environments and practices to ensure they remain responsive to legislative requirements, children's voices and the changing needs of our community.

All educators, staff, students, volunteers and contractors share responsibility for creating and maintaining a child-safe culture.

HOW WE PUT THIS POLICY INTO PRACTICE

Leadership, Governance and Culture

The service will:

- Embed child safety into all leadership and governance practices.
- Promote a culture where child safety is everyone's responsibility.
- Regularly review child-safe policies and procedures.
- Allocate sufficient resources to support child-safe practices.

Children's Participation

The service will:

- Encourage children to express their views and feelings.
- Support children to understand their rights.
- Listen to children's ideas and experiences.
- Include children's voices in decision-making where appropriate.

Families and Communities

The service will:

- Build respectful partnerships with families.
- Share information about child safety and wellbeing.
- Encourage families to provide feedback.
- Work collaboratively to support children's safety.

Equity and Inclusion

The service will:

- Respect every child's identity, culture and background.
- Promote inclusive practices across the service.
- Support equitable access and participation.
- Respond to individual strengths and needs.

Recruitment and Professional Practice

The service will:

- Implement child-safe recruitment practices.
- Verify required qualifications and screening checks.
- Provide comprehensive induction for all new team members.
- Support ongoing professional learning in child safety.

Responding to Concerns

The service will:

- Respond promptly to concerns about child safety.
- Follow child protection and reportable conduct procedures.
- Maintain confidentiality.
- Document and report concerns in accordance with legislation.

Physical and Online Environments

The service will:

- Maintain safe indoor and outdoor environments.
- Identify and minimise risks to children.
- Promote safe use of digital technologies.
- Regularly review environmental safety.

Education and Training

The service will:

- Provide ongoing child safety training.
- Ensure educators understand their responsibilities.
- Promote reflective practice.
- Review professional learning needs regularly.

Continuous Improvement

The service will:

- Seek feedback from children, families and educators.
- Review child-safe practices regularly.
- Reflect on incidents and emerging risks.
- Update policies to reflect legislative changes and best practice.

ROLES & RESPONSIBILITIES

Approved Provider

Will:

- Promote a strong child-safe culture.
- Ensure compliance with the Victorian Child Safe Standards.
- Provide resources to support implementation.
- Review this policy annually.

Nominated Supervisor

Will:

- Lead the implementation of the Child Safe Standards.
- Monitor compliance across the service.
- Support educators in child-safe practice.
- Respond appropriately to identified risks.

Educational Leader

Will:

- Embed child-safe practices within the educational program.
- Support educators through mentoring and professional learning.
- Promote children's participation and wellbeing.
- Encourage reflective practice.

Educators
Will:

- Promote children's rights and wellbeing.
- Maintain professional boundaries.
- Report concerns immediately.
- Support inclusive and respectful relationships.
- Follow all child-safe policies and procedures.

Students, Volunteers and Contractors
Will:

- Follow the service's child-safe policies and procedures.
- Maintain professional conduct.
- Report concerns immediately.
- Work under appropriate supervision.

Families
Will:

- Work collaboratively with the service.
- Share information relevant to their child's safety and wellbeing.
- Raise concerns respectfully.
- Support the service's commitment to child safety.

GLEN IRIS CHILDCARE CENTRE & KINDERGARTEN IN PRACTICE

At Glen Iris Childcare Centre & Kindergarten Child Care Centre, the Victorian Child Safe Standards are embedded into our daily operations, leadership and educational practices. Educators build secure, respectful relationships with children, promote children's rights, maintain professional boundaries and work collaboratively with families to create a safe and inclusive environment. Child safety is considered in every decision, from recruitment and induction through to curriculum planning, risk management and continuous improvement.

CHILDREN'S VOICE IN ACTION

At Glen Iris Childcare Centre & Kindergarten Child Care Centre, children are encouraged to express their ideas, feelings and opinions in ways that are meaningful to them. Educators actively listen to children's verbal and non-verbal communication, support them to understand their rights and empower them to make choices appropriate to their age and development. Children's voices are respected and used to inform decisions about the educational program, routines, environments and practices that affect their safety and wellbeing.

EXCEEDING PRACTICE

Glen Iris Childcare Centre & Kindergarten Child Care Centre exceeds the National Quality Standard by embedding the Victorian Child Safe Standards into every aspect of service

delivery rather than viewing them as separate compliance requirements. Leadership, educators and families work together to continuously strengthen child-safe practices through critical reflection, professional learning, children's participation and meaningful partnerships. Regular review of policies, procedures and educator practice ensures our child-safe culture remains responsive, proactive and focused on the best interests of every child.

CONTINUOUS IMPROVEMENT

This policy is reviewed through:

- legislative updates
- Commission for Children and Young People (CCYP) guidance
- educator feedback
- family feedback
- children's feedback where appropriate
- Quality Improvement Plan goals
- Assessment and Rating reflections
- ongoing professional learning
- annual Child Safe Standards review

RELATED LEGISLATION

Education and Care Services National Law Act 2010

- **Section 162** – Persons in day-to-day charge and nominated supervisors to have prescribed qualifications.
- **Section 167** – Protection from harm and hazards.
- **Section 168** – Education and Care Services must have policies and procedures.

Education and Care Services National Regulations 2011

- **Regulation 84** – Awareness of child protection law.
- **Regulation 155** – Interactions with children.
- **Regulation 156** – Relationships in groups.
- **Regulation 168** – Education and care service policies and procedures.
- **Regulation 170** – Policies and procedures to be followed.

National Quality Standard

Quality Area 2 – Children's Health and Safety

- **Standard 2.2** – Safety.
- **Element 2.2.3** – Child Protection.

Quality Area 4 – Staffing Arrangements

- **Standard 4.2** – Professionalism.

Quality Area 6 – Collaborative Partnerships with Families and Communities

- **Standard 6.1** – Supportive relationships with families.
- **Standard 6.2** – Collaborative partnerships.

Quality Area 7 – Governance and Leadership

- **Standard 7.1** – Governance.
- **Standard 7.2** – Leadership.

Early Years Learning Framework (EYLF) V2.0

- **Principle:** Secure, Respectful and Reciprocal Relationships.
- **Principle:** Partnerships.
- **Principle:** Equity, Inclusion and High Expectations.
- **Principle:** Collaborative Leadership and Teamwork.
- **Outcome 1** – Children have a strong sense of identity.
- **Outcome 2** – Children are connected with and contribute to their world.
- **Outcome 3** – Children have a strong sense of wellbeing.

Victorian Child Safe Standards

This policy supports the implementation of all 11 Victorian Child Safe Standards:

- **Standard 1** – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.
- **Standard 2** – Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- **Standard 3** – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.

- **Standard 4** – Families and communities are informed and involved in promoting child safety and wellbeing.
- **Standard 5** – Equity is upheld and diverse needs respected in policy and practice.
- **Standard 6** – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- **Standard 7** – Processes for complaints and concerns are child focused.
- **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.
- **Standard 10** – Implementation of the Child Safe Standards is regularly reviewed and improved.
- **Standard 11** – Policies and procedures document how the organisation is safe for children and young people.

RELATED DOCUMENTS

- Child Safe Environment Policy
- Code of Conduct Policy
- Child Protection and Mandatory Reporting Policy
- Reportable Conduct Scheme Policy
- Recruitment, Selection and Induction Policy
- Complaints and Feedback Policy
- Interactions with Children Policy
- Privacy and Confidentiality Policy
- Digital Technologies, Social Media and Online Safety Policy
- Supervision Policy

SUPPORTING DOCUMENTS

The following documents support the implementation of this policy:

- Child Safe Code of Conduct
- Child Safe Risk Assessment
- Child Safe Standards Action Plan
- Staff Induction Checklist
- Professional Learning Records
- Child Safety Training Records
- Complaint and Concern Records
- Family Information Resources
- Quality Improvement Plan

EVIDENCE OF PRACTICE

The service demonstrates this policy through:

- Child Safe Standards implementation reviews.
- Staff induction and training records.
- Professional learning documentation.
- Children's participation in decision-making.

- Family feedback and consultation.
- Child safety risk assessments.
- Leadership meeting minutes.
- Internal policy reviews.
- Quality Improvement Plan reflections.
- Assessment and Rating evidence.

REFLECTION & CONTINUOUS IMPROVEMENT

- How do we know the Child Safe Standards are embedded into everyday practice?
- How do children contribute to decisions that affect their safety and wellbeing?
- How are families informed and involved in promoting child safety?
- What evidence demonstrates a strong child-safe culture across the service?
- How do we evaluate the effectiveness of our child-safe systems?
- What improvements can further strengthen our implementation of the Victorian Child Safe Standards?

VERSION HISTORY

Version	Date Approved	Approved By	Summary of Changes
1.0	10 July 2026	Centre Director	New policy developed using the Glen Iris Childcare Centre & Kindergarten Governance Manual template. Aligned with the Victorian Child Safe Standards, Education and Care Services National Law, National Regulations, National Quality Standard, EYLF V2.0 and Glen Iris Childcare Centre & Kindergarten Child Care Centre practices.