

Commitment to Child Safety and Wellbeing

Haven Early Learning Rowville is committed to the safety and wellbeing of all children and young people. Our service is dedicated to establishing expectations and organisational standards for all staff, volunteers and leaders that outline practices that create an inclusive and culturally safe environment for all children and young people.

We understand our responsibility to comply and adhere to both legislative and moral obligations including the Victorian Child Safe Standards (2022) and the Reportable Conduct Scheme, with a commitment to implement and abide by our Child Safety and Wellbeing Policy. This policy highlights our zero tolerance to child abuse and demonstrates our pledge to build our organisations capacities to be able to identify, prevent, reduce and remove risks of child abuse, while responding to allegations of abuse and neglect. Our Child Protection Policy further outlines our mandatory reporting responsibilities to protect children from physical, sexual, emotional and psychological abuse and neglect. Both policies ensure we at Haven Early Learning promote a child safe environment that maintains the safety and wellbeing of all children, while raising awareness about the importance of child safety within our service and the community.

Haven Early Learning values and respects all diverse and unique identities of children and young people and does not tolerate any discriminatory or racism acts. We are committed to establishing a culturally safe environment for Aboriginal children and young people, promoting safety for culturally and/or linguistically diverse children and upholding equity for children with a disability, those who are unable to live at home and/or children from sexuality and gender diverse groups (LGBTQIA+).

Children are active participants here at Haven and as educators we support children to speak up and raise concerns about the safety and wellbeing of themselves and peers, as we recognise the importance of friendships. Children's concerns are listened to, respected and responded to in a safe and appropriate manner. This includes record keeping and risk minimisations that are reflected in our policies & procedures, alongside open communication with children and their families around child safety. Haven is guided by United Nations Convention on the Rights of the Child, empowering and educating children about their rights to be safe and fostering their confidence to articulate when they feel unsafe and express their thoughts on matters that may directly affect them.

At a governance and leadership level, we understand child safety is everyone's responsibility and are committed to embedding a service wide culture of child safety and wellbeing, ensuring the implementation of our Child Safety and Wellbeing Policy; that is reviewed on a yearly basis. We are aware to keep children and young people safe that we must commit to providing regular professional development, training and supervision that educates all staff and volunteers to maintain their ability to distinguish and respond to situations of abuse and neglect. This also includes raising understandings around our physical and online environments to ensure children's privacy is not comprised and children are not exposed to harm.

We work to ensure children are protected from abuse and there is clear awareness between appropriate and inappropriate behaviours concerning children and adults as set out in clear guidelines, a code of conduct and effective grievance & complaint procedures. Haven Early Learning prioritises the safety of children at all levels of the organisation, including advertising, recruitment and induction processes which emphasise children's safety and wellbeing, alongside appropriate checks, documentation and training for all educators, staff, volunteers and students.

Children feel safe at Haven because:

- "The teachers"
- "When everyone plays nicely"
- "Everyone listens to my words"
- "The teachers help me up"
- "My friends play with me, and the teachers help me"

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