HAVEN
EARLY LEARNING

Commitment to Child Safety and Wellbeing

Haven Early Learning Rowville is committed to creating a child safe organisation where the safety, wellbeing and protection of all children and young people is our highest priority.
We embed an organisational culture where child safety includes children feeling valued, respected and listened to.
At Haven Early Learning we have **a strict zero tolerance policy to child abuse, racism, discrimination and bullying.**

Child safety is not optional. It is an expectation across our whole community to uphold the safety, rights and wellbeing of all children. Haven understands and ensures that **we meet our legal obligations** under the Victorian Child Safe Standards, Reportable Conduct Scheme, Mandatory Reporting, National Law and Regulations.
Our everyday actions put children first, in which we ensure that immediate, thorough and correct action is taken should any allegations around child safety arise.

Haven Early Learning is a safe, welcoming, inclusive and culturally respectful organisation to all children, young people, families and staff. **We value the diverse and unique identities** of all people and are committed to ensuring that Haven is a safe environment for Aboriginal children and young people, culturally and linguistically diverse children, children with a disability, children unable to live at home, children with differing family structures and children from sexual and gender-diverse groups (LGBTQIA+).

Our service embeds a culture of child safety at all levels with clear guidelines and expectations in our Child Safe and Wellbeing Policy, Child Protection Policy and Child Safe Standards Code of Conduct. **Every person at Haven** including staff, visitors, families and volunteers are responsible in playing an important role in upholding the safety, rights and best interests of all children. Our **commitment to safety** extends across multiple organisational practices including the recruitment of staff, screening processes, ongoing inductions and regular documentation.

Continuous improvement is required to ensure that child safety remains a high priority, with Haven completing regular in-depth training and professional development for all staff, volunteers, visitors and students. **Haven embeds risk minimisation plans** into multiple aspects of our service. These plans are regularly reviewed and reflected upon to identify potential risks, strengthen control measures and ensure that we **proactively minimising** any threats to children's safety and wellbeing.

Haven recognises that children need to be kept safe across multiple locations, including our physical service, the online environment and when they are out in the community.
We commit to raising awareness and building our community connections through knowledge and capacity building. This includes sharing information around the importance of teaching children body safety, inclusivity and listening to their voice, while supporting the families to be proactive, reduce risks and establish safe environments.

Child safety is paramount and must be thoughtfully considered in all of our daily practices, operations and decisions. At Haven, a key element of our safety commitment is listening to the voice of children, providing them opportunities to be involved and empowering them to speak up. Age-appropriate body safety education and protective behaviour language is embedded into all curriculums, which includes children having access to child-friendly processes to raise concerns, make complaints and feel heard. Haven commits to meeting the diverse learning styles of all children through adapting our environments to be child focused and include their voice, culture, language and lived experiences.

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At Haven Early Learning, we commit to continually strengthening our child safe practices and creating a safe service culture. We support children to feel safe, respected, valued and heard with it being vital that they were included in this commitment.

Sharing their voice and ideas of safety, children's responses included:

Who helps you feel safe at Haven?

"The teachers, Mummy and Daddy help me to be safe" - *Francesca*
"Mummy and Daddy give me a special hug to make me feel safe" - *Matilda S*
"Lauren holds my hand when we go to the park" - *Elsie*
"My friends help me feel safe" - *Summer*

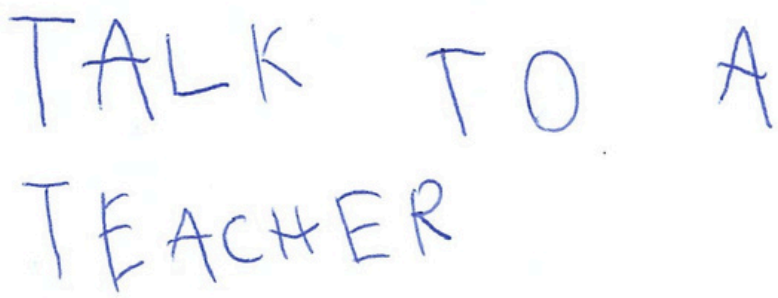
What helps you to feel safe at Haven?

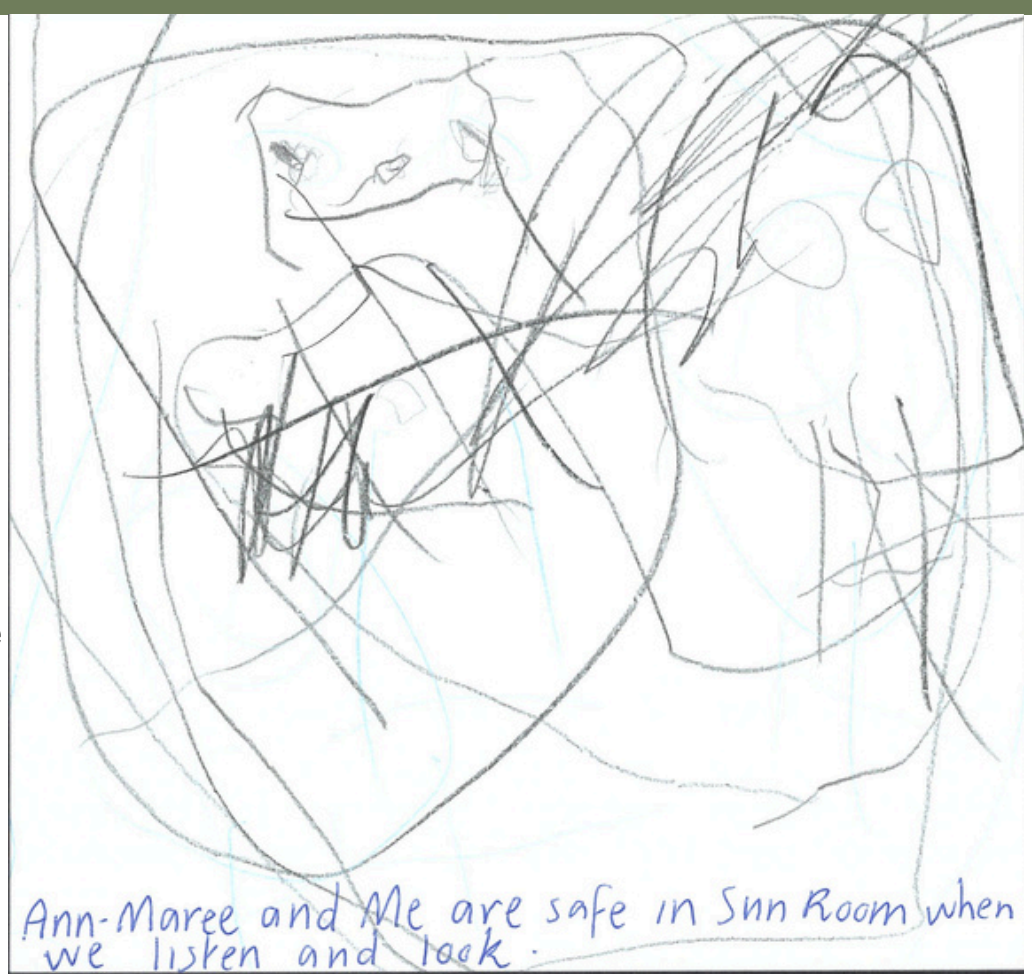
"A safe/ thumbs up choice and helping people" - *Mazen*
"The teachers teach me about my body" - *Francesca*
"I feel safe sitting on the chair and having cuddles with Mum" - *Marques*
"A cuddle helps me to feel safe" Lucy and "letting me go outside" - *Mazen*

When something at Haven does not feel right at Haven, we can:

"Say stop I don't like it" - *Lucy*
"I can go to the calm down box" - *Summer*
"Talk to a teacher" - *Isla*

"Two calm down boxes with me and Olivia W"





Andre

Olivia F