



Statement

- In line with the *Child Wellbeing and Safety Act 2005*, Yellow Ladybugs is committed to upholding the Victorian Child Safe Standards, to the best of its abilities and resources.
- Yellow Ladybugs upholds itself as an organisation committed to the participation and empowerment of all children.

Application

- These guidelines outline appropriate standards of behaviour by adults towards children
- The guidelines aim to help Relevant External Parties engaged by Yellow Ladybugs, including but not limited to facilitators, artists or performers, by providing them with guidance on how to engage with children and their families
- All Relevant External parties engaging with children and families are required to adhere to these guidelines

Context

The *Child Wellbeing and Safety Act 2005* introduces a new, broad definition of 'child abuse' that extends beyond criminal sexual offences and includes the infliction of serious emotional or psychological harm on a child.

Key Principles

All Relevant External Parties engaging with children via Yellow Ladybugs are expected to support the participation and empowerment of children by:

- Adhering to Yellow Ladybugs policies and procedures
- Treating everyone with respect, including listening to children and responding to them appropriately
- Respecting cultural, religious, and political differences and acting in a culturally sensitive way
- Ensuring a culturally safe environment for Aboriginal and culturally and linguistically diverse children
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know
- Allowing children and young people to do things that they can do for themselves
- Interacting with children in an open and transparent way – other adults should always know about the interactions you are having with children and families; communities should be included where appropriate
- Encouraging children to participate and express their views
- Reporting and acting on breaches to these guidelines, complaints or concerns to your Yellow Ladybugs contact.



All Relevant External Parties engaging with children and families must NOT:

- Raise their voices with children or carers
- Ignore or disregard any incidents or safety concerns regarding children
- Use prejudice, oppressive behaviour or language with children and families
- Touch a child, unless the child is perceived to be in danger of injuring themselves, or spend time alone with a child
- Discriminate or disrespect children, including on the basis of age, gender, race culture, vulnerability or sexuality
- Develop or show favouritism with children through the provisions of gifts or unnecessary attention
- Exchange personal contact details such as phone number, social networking site or email addresses with children
- Have unauthorised contact with children online or by phone
- Take identifiable photos or film children if not for work purposes.

Reporting Concerns About the Safety of Children

All Relevant External Parties are obligated to speak up and report any suspicions or reportable behaviour, including:

- A sexual offence, sexual misconduct or physical violence committed against, with or in the presence of a child;
- Behaviour causing significant emotional or psychological harm to a child; or
- Significant neglect of a child, or misconduct involving any of the above.

Reports should be made to your Yellow Ladybugs contact who will then escalate the matter to the Yellow Ladybugs CEO in order to address matters appropriately.

If your report involves your Yellow Ladybugs contact, or you do not feel comfortable making a report to these parties, please contact info@yellowladybugs.com.au with the subject 'Attention CEO: Reporting Discretion'.

Please consider the privacy of any children or families involved, and exercise appropriate discretion.

Definitions

Child	A child is anyone <i>who has not yet reached their 18th birthday</i> . 'Children' therefore means 'children and young people'.
Relevant external parties	An external party engaged by Yellow Ladybugs to provide a service which requires, or is likely to include, some engagement with children and families. This may include, but is not limited to, facilitators, artists and performers engaged to deliver specific programming for children, as well as other contracted service providers who, in carrying out their work, may encounter children (for example, Security).
<i>Sexual offences</i>	In Victoria, it is an offence to engage in certain sexual behaviour against, with or in front of, a child. This includes sexual assault, indecent acts,



possession of child abuse material, 'grooming' a child in order to commit a sexual offence.

Sexual misconduct

'Sexual misconduct' captures a broader range of inappropriate behaviours of a sexual nature that are not necessarily criminal. Examples include developing an intimate relationship with a child (e.g. through regular contact with the child without the knowledge or approval of management); inappropriately discussing sex and sexuality with a child; other overtly sexual acts that could lead an organisation to take disciplinary or other action.

Physical violence

Physical violence includes an act that causes physical injury or pain, such as hitting, kicking, punching, pushing or shoving, grabbing, throwing or shaking, using an object to hit or strike, using inappropriate restraint or excessive force. It does not include lawful behaviour such as taking reasonable steps to protect a child from immediate harm (e.g. taking a child's arm to stop them from going into traffic) or medical treatment given in good faith by an appropriately qualified person, such as a first aid officer administering aid.

Threats of physical violence that do not cause physical injury or harm may be covered by the Reportable Conduct Scheme as behaviour that causes significant emotional or psychological harm.

Behaviour that causes emotional or psychological harm

For behaviour to be reportable under this category, a child must have suffered significant emotional or physical harm and there must be a clear link between the alleged conduct and the harm suffered. Examples of emotional or psychological harm may include exposure to threats of violence, self-destructive behaviour, antisocial behaviour, persistent hostility/rejection, humiliation/belittling, and scapegoating.

Neglect

Neglect occurs when a person does not meet their obligations and responsibilities to keep a child safe and well. The neglect must be more than minor and significant, does not need to have a lasting or permanent effect, may be an ongoing situation or a one-off incident, as long as it is not minor in nature. Types of neglect may include supervisory neglect, physical neglect, and medical neglect.

Further Information

- Victorian Child Safety Standards, 2015
- [Working With Children ACT 2005](#) (Vic)

If a child is at immediate risk:

- Call '000'
- Report to Victoria Police, or Child Protection Crisis Line (13 12 78)