

## Statement of Commitment

At Mitchell Shire Council we are committed to ensuring all children and young people reach their full potential as we strive to achieve our mission of *working with our communities to build a great quality of life*.

We have zero tolerance for all forms of abuse and neglect towards children and young people. We will work actively to provide a safe environment in all our programs and services. We will ensure that any incidents of suspected child abuse will be acted upon appropriately and in accordance with our policy and legal obligations.

We are committed to the safety, participation and empowerment of all children and young people. Child protection is a shared responsibility by all councillors, employees, workers, contractors, volunteers, associates, and members of the community.

## Policy Statement

To achieve this commitment:

- All children have equal rights to protection from child abuse including on the basis of gender, race, religious beliefs, age, disability, sexual orientation, or family or social background.
- There is a zero tolerance for all forms of child abuse.
- Best practice standards will apply in the recruitment of employees, volunteers, and contractors.
- All employees, volunteers and contractors must adhere to the MSC Code of Conduct and the Safeguarding Children Code of Conduct.
- The statement of our commitment to child safety (above) is included in recruitment and human resources practices.
- Working with Children Check will be required for all roles under the *Working with Children Act 2005 (Vic)* and where there is potential for interaction with children.
- Any responsible person raising a concern, complaint or allegation of child abuse must submit an incident report.
- Incidents involving children must be reported to the relevant authority.
- Allegations made by an external organisation or community group that has an agreement to use council facilities or infrastructure must report any incidents involving child abuse
- Risk management strategies are in place to identify, assess, and take steps to minimise risks to children.
- All personal information considered or recorded will respect the privacy of the individuals involved under the Privacy Act and the *best interests of the child* will be considered when sharing information with relevant authorities and agencies.
- Allegations against employees will be treated seriously and where a case for Reportable Conduct is identified will be reported to the relevant authorities per *Child Wellbeing and Safety Act 2005*.
- Mandatory Reporting will be trained and implemented for all frontline employees per the *Children, Youth and Families Act 2005 (Vic)*.

Signed  
Brett Luxford  
Chief Executive Officer

Owner	Risk and OHS	Last Reviewed:	December 2019
Approved By:	ELT/SCC/HSC	Review By	December 2024