



## **Our Commitment to Child Safety**

Hume City Council is committed to keeping children and young people safe and protected. All children and young people who access services provided by Council have the right to be safe and feel safe.

The safety, well-being and interests of children and young people are paramount, and we have a zero-tolerance approach to child abuse. Council is committed to creating and maintaining a child safe organisation where children and young people are valued and protected from harm and abuse.

Council is welcoming of all children and young people and is committed to the principles of cultural safety and inclusion for Aboriginal and Torres Strait Islander children, children with a refugee or migrant background, those who have a disability, those who are unable to live at home and those who identify as lesbian, gay, bisexual, trans, intersex, queer, gender diverse and asexual (LGBTIQA+). Council aims to create child safe and friendly environments where children and young people feel safe and can fully participate. Council actively listens to and supports children to be strong, confident, and self-determined citizens.

## **The Victorian Child Safe Standards (VCSS)**

The VCSS set out minimum requirements and outline the actions organisations must take to keep children and young people safe, promote their participation and wellbeing and to respond to reports of abuse or misconduct. They are designed to drive cultural change and embed a focus on child safety by placing children's rights and wellbeing at the forefront of everything done within an organisation.

There are eleven standards, you can find out more [here](#).

## **Child Safe Action Plan**

The VCSS set the foundation for Hume's Child Safe Action Plan to ensure that Council is building and embedding a culture of child safety and that there are policies, systems and procedures in place to keep children and young people safe.

## Key Achievements 2024

- [Child Safety and Wellbeing Policy, Safeguarding Code of Conduct and Commitment Statement](#) have been updated.
- Reporting Child Abuse and Reportable Conduct Procedure developed
- [Reporting Child Safety Concerns](#) Infographic created.
- Council has developed a cross organisational Child Safe Reference Group to ensure that child safety is embedded across all areas.
- Hume City Council Website has been updated with a dedicated page directed to [children and young people](#), as well as a number of new ways that the community can [report child safe concerns](#).
- Development of animations to help [children and young people](#) feel safe to report their concerns and for the community to understand their [obligations to report](#) child safety concerns.
- Creation of resources to support staff to recognise child abuse, respond to disclosures and case studies exploring reporting obligations.

## Key Priority Areas for 2025

- In line with the VCSS, Child Safety Risk management is considered and coordinated in a consistent manner across all areas of Council.
- Develop a plan to further engage children, young people and their families in Council business in ways that are accessible, age appropriate and in a number of mediums.
- Continue to provide training and support to staff to ensure that the needs of children and young people in Hume are met.
- Strengthening recruitment, selection and support processes of staff, volunteers and contractors to ensure suitability to work with children and young people.

## Further information and Feedback

For further information visit Council's dedicated page for [Child Safety and Wellbeing](#).

For feedback about matters of child safety get in contact with the Child Safety Advisor at [childsafe@hume.vic.gov.au](mailto:childsafe@hume.vic.gov.au) or 9205 2200.