



## 7.1 CHILD SAFEGUARDING POLICY

### 1. Scope

This Policy applies to all Adults in Guiding (AiG) regardless of location and role, when engaging with children and young people in any form. This includes:

- face to face contact
- using technology such as on-line formats
- conduct outside of Guide meetings and events and
- other operational environments.

### 2. Background

Girl Guides Victoria (GGV) is a Child Safe Organisation, committed to the safety, wellbeing, and empowerment of all girls, youth, and young women in our care. We foster a culture where every young person is respected, protected, and heard, and we maintain a zero-tolerance policy for child abuse, racism, and discrimination.

#### National Context

Girl Guiding in Australia follows the Girl Guides Australia (GGA) Child Safe Child Friendly (CSCF) framework, launched in October 2021. This framework provides national policies and guidance to promote child safety across the federation and reinforces our zero-tolerance stance on child abuse.

GGV is committed to this framework and its national objectives, while also ensuring our policies and practices comply with Victorian legislation and regulatory requirements, including the Victorian Child Safe Standards and the Australian National Principles for Child Safe Organisations. As a separate legal entity within a federated model, GGV must meet state-specific obligations, which may differ from other states or augment national guidance.

This Safeguarding Policy outlines the responsibilities of Victorian Adults in Guiding to protect children from abuse and neglect. It supports the United Nations Convention on the Rights of the Child and has been formally approved and endorsed by the GGV Executive Board.

### 3. Purpose

At GGV, we believe in a world where all girls can thrive—where they are free to express themselves, take risks, learn, lead, and be safe from harm. We are committed to safeguarding the girls, youth, and young women in our care by taking all reasonable steps to reduce risk and ensure safe participation in our programs.

GGV has **zero tolerance** for abuse, harassment, racism, or discrimination. Alleged breaches of this policy are taken seriously and addressed in line with our safeguarding procedures.

We are responsible for:

*GGV aligns with the CSCF framework while adapting its Child Safeguarding policies to comply with Victoria's legislative requirements.*

- 1.1 Making the safety and wellbeing of children and young people a governance priority.
- 1.2 Creating culturally safe environments for Aboriginal children and their families.
- 1.3 Ensuring appropriate recruitment, induction, and ongoing training for all Adults in Guiding.
- 1.4 Encouraging the active involvement of children, young people, and their families.
- 1.5 Responding effectively to concerns in relation to child safety and continuously reviewing and improving our practices.

## **Guiding Values**

Our safeguarding approach is grounded in the following values, which guide decision-making and uphold our responsibilities to children and young people:

- **Shared responsibility:** Everyone in our organisation plays a role in keeping children and young people safe.
- **Zero tolerance for abuse:** Any form of abuse or neglect will not be tolerated. Concerns must be reported immediately.
- **Child-centred decision-making:** The best interests of the child are the primary consideration in all actions.
- **Accountability and transparency:** We uphold high ethical standards and foster a culture of openness.
- **Empowerment:** We inform children and young people of their rights and support them to speak up.
- **Participation:** We actively involve children and young people in decisions that affect them.

## **4. In Practice**

### **4.1 Our Commitment**

Girl Guides Victoria is committed to ensuring the safety and wellbeing of all children and young people who engage with our programs, services, and facilities. Our policies and procedures are designed to identify and manage risks and to embed a strong safeguarding culture across the organisation.

Our safeguarding policies and procedures are:

- publicly accessible, online and in forms that are easy to understand;
- informed by stakeholder consultation; and
- communicated to children, young people and their families, our personnel, our partners and contractors and the general public.

### **4.2 Safeguarding Governance**

The safety and welfare of children and young people is a governance priority. Managing risks is carried out at all levels of the organisation. Safeguarding is championed by key staff and

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there is an action plan to implement this policy and create a strong safeguarding culture and accountability framework within the organisation.

Child safeguarding is a shared responsibility within GGV; it is the responsibility of every Adult in Guiding to adopt appropriate safeguarding practice and behaviour. Our multi-faceted approach ensures accountability. Our child safeguarding policies and procedures are:

- Publicly accessible online and in formats that are easy to understand.
- Informed by stakeholder consultation
- Communicated to children, young people, their families, our Adults in Guiding, our partners and contractors and the general public.
- Child Safeguarding Policy is available in child-friendly versions that reflects the ages, developmental stage, diversity and abilities of the children and young people whom we deliver services.

Our approach to risk management recognises the potential risks to children and young people associated with our organisation’s service delivery and considers online and physical or psychological environments, and any vulnerable or diverse circumstances of children or young people utilising our services.

**4.3     Safeguarding Roles & Responsibilities**

The **GGV Executive Committee** hold overall responsibility for the implementation of child safe practices and the Victorian child safe standards. For the purposes of managing reportable conduct, the GGV CEO or their designate is the ‘head’ of the organisation. The State Commissioner and volunteer management team is also responsible for the implementation of Child Safeguarding accountability across our membership and volunteers.

**All Adults in Guiding** are responsible for adhering to this Child Safeguarding Policy and procedures detailed in the GGA Child Safe, Child Friendly Framework.

Designated, trained **Child Safeguarding Advisors** hold responsibility for providing first line support and guidance to volunteers, members and families with respect to child safety.

Role	Responsibility
Executive Committee (EC)	<ul style="list-style-type: none"><li>• Advocate and promote child rights, empowering and engaging children and young people in support of this Policy and its expectations.</li><li>• Promote the commitment to this Policy and its expectations both internally and publicly.</li><li>• Support policy review on a 3 year cycle as a minimum or at a time governed by legislation, regulations, or organisational learnings that promote a change to the Policy and all relevant policy or procedural guidelines.</li><li>• Ensure compliance to the Policy via an inbuilt mechanism for ongoing monitoring and review.</li><li>• Ensure adequate resources are allocated to allow for the development, effective</li></ul>

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	<p>implementation, communication and continuous improvement of this policy.</p> <ul style="list-style-type: none"> <li>• Develop opportunities for regular discussion and review at all levels to support a culture of openness and continued improvement and accountability to keeping children and young people safe from abuse and neglect.</li> </ul>
State Commissioner	<ul style="list-style-type: none"> <li>• Advocate and promote child rights, empowering and engaging children and young people in support of this Policy.</li> <li>• Ensure all Adults in Guiding are aware of their child safe obligations and act in accordance with this Policy</li> <li>• Ensure this Policy is implemented and adhered to amongst Adult members and volunteers.</li> <li>• Ensure the development and implementation of required internal policy/ procedures and guidelines are in place to support safeguarding children and young people practices in accordance with the expectations of this Policy.</li> <li>• Ensure appropriate supports are provided for any Adult member or volunteer involved in a matter relating to responding to a concern for the safety and wellbeing of a child or young person.</li> <li>• Proactively share resources and experience based on Guiding Management Team (GMT) input in the development of child safe initiatives as they are identified.</li> <li>• Develop opportunities for regular discussion at GMT and review at all levels to support a culture of continuous improvement and accountability of keeping children and young people safe from abuse and neglect.</li> <li>• Promote and support all Adult members and volunteers to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children.</li> <li>• Ensure that all Regional Managers and leaders adhere to the appropriate recruitment, screening and volunteer onboarding practice in relation to safeguarding children and young people and implement restrictions as appropriate.</li> <li>• Maintain appropriate records and document controls.</li> <li>• Ensure internal processes are adhered to for the appointment of state LICS and other roles to ensure appropriate appointments.</li> </ul>
Chief Executive Officer (CEO)	<ul style="list-style-type: none"> <li>• Advocate and promote child rights, empowering and engaging children and young people in support of this Policy.</li> <li>• Ensure all Adults in Guiding are aware of their child safe obligations and act in accordance with this Policy</li> <li>• Ensure this Policy is implemented and adhered to amongst personnel.</li> <li>• Ensure the development and implementation of required internal policy/ procedures and guidelines are in place to support safeguarding children and young people practices in accordance with the expectations of this Policy.</li> <li>• Ensure appropriate supports, such as counselling and debriefing, are provided for any Personnel involved in a matter relating to responding to a concern for the safety and wellbeing of a child or young person.</li> <li>• Proactively share resources and experience in the development of child safe initiatives as they are identified.</li> <li>• Develop opportunities for regular discussion and review at all levels to support a</li> </ul>

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	<p>culture of continuous improvement and accountability of keeping children and young people safe from abuse and neglect.</p> <ul style="list-style-type: none"> <li>• Ensure appropriate recruitment, screening and training in relation to safeguarding children and young people are in place.</li> <li>• Promote and support all personnel to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children.</li> </ul>
Safeguarding team (Head Office staff)	<ul style="list-style-type: none"> <li>• Review and update this Policy and supporting resources in consultation with relevant stakeholders</li> <li>• Support the coordination of the Safeguarding Children and Young People framework and its implementation</li> <li>• Evaluate and analyse complaints, concerns and safety incidents relating to this Policy</li> <li>• Develop and provide training and advice in the application of this Policy</li> <li>• Ensure that all Regional Managers and leaders are aware of the appropriate recruitment, screening and volunteer onboarding practice in relation to safeguarding children and young people and implement restrictions as appropriate.</li> <li>• Maintain appropriate records and document controls.</li> </ul>
Child Safeguarding Advisors and GMT (Volunteers)	<ul style="list-style-type: none"> <li>• Promotes compliance with child safe practices.</li> <li>• Provide support and guidance to volunteers, members and families with respect to child safety.</li> <li>• Model proactive behaviours to safeguarding children and young people</li> <li>• Assist all Adults in Guiding to document and report, respond, share and support all incidents related to child safeguarding.</li> </ul>
Adults in Guiding & Contractors	<ul style="list-style-type: none"> <li>• Advocate and promote child rights, empowering and engaging children and young people in support of this Policy.</li> <li>• Maintain a full understanding of the commitments and expectations of this Policy, as well as all other policy relevant to safeguarding children and young people.</li> <li>• Ensure compliance with this Policy, fully implementing and adhering to the commitments and expectations.</li> <li>• To undertake any induction and training anticipated in this Policy, in relation to policy and procedures relevant to safeguarding children and young people.</li> <li>• To support a culture of openness, continued improvement and accountability to children and young people by engaging in regular review and discussion of organisational policies and practices and providing feedback to support improvement.</li> <li>• To seek guidance from a supervisor or manager if there is ever any lack of understanding in relation to the commitments and expectations as set out in this Policy.</li> <li>• To adopt appropriate safeguarding practice and behaviour</li> <li>• To take action to protect children and young people from all forms of abuse and neglect.</li> <li>• To report any abuse committed by personnel within our organisation or by others.</li> <li>• To assist in creating and maintaining a child safe culture and a culture of inclusion and safety.</li> </ul>

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#### **4.4 We are committed to creating culturally safe environments for all Aboriginal children and their families**

We are committed to creating culturally safe environments where Aboriginal children, families, and communities feel welcomed, respected, and included. To strengthen our Safeguarding Policy, we:

- Celebrate and support children's cultural identity.
- Consult with families and Aboriginal organisations to support cultural exploration.
- Ensure Adults in Guiding actively encourage the expression of cultural rights.
- Promote inclusion and participation of Aboriginal children and families.
- Uphold equity, diversity, and respectful inclusion for all children, including Aboriginal and Torres Strait Islander children, children with disabilities, those from diverse cultural backgrounds, LGBTI children, and children not living at home.

#### **4.5 Behaviour expectations for Adults in Guiding**

We ensure that each person involved in the delivery of our programs understands their role and the behaviour we expect in relation to safeguarding children and young people from abuse and neglect. All Adults in Guiding must understand and uphold our safeguarding standards. This includes:

- Clear position descriptions outlining safeguarding responsibilities.
- Written acknowledgment of key policies: ***Child Safeguarding Policy, Child Safeguarding Conduct Policy, Child Safeguarding Reporting Policy and GGA Code of Conduct.***
- Endorsed behavioural expectations from the highest levels of GGV.
- We monitor and supervise all Adults in Guiding, including contractors and partner organisations, for appropriate practice and behaviour in the delivery of our service to children and young people.
- Our Child Safeguarding Commitment, is approved and endorsed from the highest levels of our organisation that outlines our expectations for behaviour towards children and young people.
- Any failure to observe our behavioural guidelines is taken seriously, and we are committed to taking appropriate disciplinary and legal action wherever necessary.

#### **4.6 We minimise the likelihood of recruiting a person who is unsuitable**

GGV has appropriate measures in place and require applicants to undergo extensive screening processes (GPO 42 Screening Policy and as outlined in GGA CSCF element 3) prior to appointment to minimise the likelihood that we, or an external recruitment agency or contractor, will recruit a person who is unsuitable to work/volunteer with children or young people. We have recruitment procedures that ensure:

- our safeguarding commitment is communicated to all potential applicants;
- face-to-face interviews are held which include safeguarding-related questions;

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- all Adult Members, Staff, Ongoing Volunteers are required to complete the screening process, which include:
  - **Reference Checks** that show suitability of the adult for working with children as appropriate to their role.
  - **Victorian Working with Children Check (WWCC)** that is valid and without restrictions or conditions. Girl Guides Victoria must be nominated as an organisation they volunteer with.
  - **National Police Check** relating to “dealing with or access to vulnerable people” and “working with children and dealing with money”.
  - **Child Safe Child Friendly (CSCF) Training** to ensure necessary skills and knowledge to work effectively with children and young people is understood.
- all Associate members or Casual Volunteers are required to have a current WWCC.
- We require our Adults in Guiding to disclose criminal convictions or charges affecting their suitability to work with children and young people both prior and subsequent to their employment, and we review National Police records and WWCC or equivalent periodically.
- We ensure that there will be no discrimination as part of the recruitment process, with respect to inclusion and equal opportunity and where possible, recruit appropriate Adults in Guiding that represents the diverse range of children and young people and their families involved in our organisation.

#### **4.7 Induction and training are part of our commitment**

All new Adults in Guiding undergo induction to understand our Child Safeguarding policies, practices and expectations. This includes:

- Access to key policies and codes of conduct such as Child Safeguarding Policy, Child Safeguarding Conduct Policy, Child Safeguarding Reporting Policy, and GGA Code of Conduct;
- Guidance on safeguarding responsibilities;
- Opportunities to ask questions and seek clarity;
- A training module that covers child safety child friendly policies and practices.

GGV also has a training plan that outlines how and when we support ongoing education for all our Adults in Guiding in relation to how keeping children and young people safe will be fulfilled.

#### **4.8 We encourage the involvement of children, young people and their families**

We value the voices of our guides, children and young people and their families. We promote participation and empowerment of young people and provide opportunity for their voice and ideas to be heard, and space to express their needs and concerns. We actively encourage children and young people to take part in the decision-making process, particularly on matters affecting them. We create opportunities for involvement of our Guiding families and seek input and feedback to inform our policies, procedures and practices.

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We involve children, young people, and their families in developing a safe, inclusive and supportive environment. We recognise the important role of families and involve parents/caregivers when making significant decisions about their child. We provide information to children, young people and their families about:

- our safeguarding approach;
- expected behaviours from Adults in Guiding;
- expected behaviours from the children, young people and their families who access our services;
- reporting mechanism for concerns or abuse.

#### **4.9 We respond effectively to reports and concerns in relation to child safety**

Also approved by our Executive Committee, our ***Child Safeguarding Reporting Policy*** outlines how we as all Adults in Guiding respond to abuse and concerns. Our Adults in Guiding are given a copy of and have access to this policy and understand the implications of the policy for their role. Key points include:

- Immediate reporting of abuse, neglect of any concerns of policy breaches, practices or behaviours;
- Compliance with mandatory reporting laws; where there is an allegation or incident of child abuse or harm – Adults in Guiding are required to prioritise children’s safety in any response and to report all potentially criminal conduct to Victoria Police.
- Prompt and thorough response to all child safety concerns and reports;
- Clear reporting procedures and designated contacts;
- Failure to report is serious misconduct;
- Notification, documentation and monitoring pathways – we document and retain any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures or concerns.

#### **4.10 We maintain and improve our policies and practices**

GGV is committed to regularly reviewing and improving our safeguarding practices. The responsibility for implementing and reviewing our child safeguarding approach is led by the GGV Executive Committee, supported by the Policy and Procedures Executive Sub-committee and the Executive Child Safeguarding Working group, implemented by GGV’s multifaceted approach to Child Safety, where Child Safeguarding Governance is a shared responsibility within our organisation. It is the responsibility of all Adults in Guiding at GGV.

Reviews of this policy will occur at least every three years or sooner if triggered by legislative changes, incidents, or other relevant factors. Improvements are informed by:

- Internal audits and reviews
- Feedback from children, families, and Adults in Guiding
- Incidents, complaints and grievance outcomes

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When there are any updates or changes to this Policy, they will be communicated to all Adults in Guiding and stakeholders.

#### **4.11 Records and Documentation**

We retain records that document each review undertaken. Records may include minutes of meetings and documentation of changes to policies and procedures that result from a review.

### **5. Related Guiding Policies and Documents**

The following table lists Guiding policies and procedures which should be read in conjunction with this Child Safeguarding Policy:

	Policy	National/Vic
1	<i>Child Safeguarding Conduct Policy</i>	<i>Vic</i>
2	<i>Child Safeguarding Reporting Policy</i>	<i>Vic</i>
3	<i>Code of Conduct</i>	<i>National</i>
4	<i>Child Safe, Child Friendly Framework Policy</i>	<i>National</i>
5	<i>Guidance Notes</i>	<i>National</i>
6	<i>Child Safe Screening Policy</i>	<i>Vic</i>
7	<i>Inclusion Equity and Diversity Policy</i>	<i>Vic</i>
8	<i>Social Media Policy</i>	<i>National</i>
9	<i>Recruitment Policy</i>	<i>Vic</i>
10	<i>Complaint Policy</i>	<i>Vic</i>
11	<i>Grievance Policy</i>	<i>Vic</i>

### **6. Related frameworks and legislation**

Our policy should be read in conjunction with the following:

- United Nations Convention on the Rights of the Child
- Victorian Child Safe Standards
- Australian/National Child Safe Standards
- National Framework for Protecting Australia's Children 2009–2020
- Australian Human Rights Commission National Principles for Child Safe Organisation.

### **Appendix 1: Definition of Roles**

Role	Definition
Adults in Guiding (AiG)	All who work for the organisation whether in a paid or unpaid capacity, including adult members, volunteers, employees and contractors.
Adult Members	An Adult Member of Girl Guides Victoria is aged 18 years or over, lives their life as a female and satisfies the other requirements for

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Role	Definition
	membership. Adult Members include Trefoil Guild members, Olave Program participants, Life Members and Associate Members.
Youth Member	Current financial member of Girl Guides Victoria under 18 years of age.

## Appendix 2: Definition of Terms

Term	Definition
Bullying	<p>Bullying involves the inappropriate use of power by one or more persons over another less powerful person or group and is generally an act that is repeated over time. Bullying has been described by researchers as taking many forms which are often interrelated and include:</p> <ul style="list-style-type: none"> <li>• <b>Verbal</b> (name calling, put downs, threats);</li> <li>• <b>Physical</b> (hitting, punching, kicking, scratching, tripping, spitting);</li> <li>• <b>Social</b> (ignoring, excluding, ostracising, alienating); and/or</li> <li>• <b>Psychological</b> (spreading rumours, stalking, dirty looks, hiding or damaging possessions).</li> </ul>
Child or young person	A person under the age of eighteen years.
Code of Conduct	The GGV Child Safeguarding Code of Conduct aims to identify and prevent behaviour that may be harmful to children and young people in our Guiding communities. The GGV Child Safe Guarding Code of Conduct outlines what is, and what is not acceptable behaviour or practice when working with or engaging with children and young people.
Emotional or psychological abuse	Emotional or psychological abuse occurs when a child or young person does not receive the love, affection or attention they need for healthy emotional, psychological and social development. Such abuse may involve repeated rejection or threats to a child or young person. Constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule and rejection or continual coldness are all examples of emotional abuse. These behaviors continue to an extent that results in significant damage to the child or young person's physical, intellectual or emotional wellbeing and development.
Family Violence	Family violence occurs when children are forced to live with violence between adults in their home. It is harmful to children. It can include witnessing violence or the consequences of violence. Family violence is defined as violence between members of a family or extended family or those fulfilling the role of family in a child or young person's life. Exposure to family violence places children and young people at increased risk of

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Term	Definition
	physical injury and harm and has a significant impact on their wellbeing and development.
Grooming	The offence of grooming concerns predatory conduct undertaken to prepare a child for sexual activity at a later time. The offence applies where an adult communicates by word or conduct with a child under the age of 16 years or with a person who has care, supervision or authority for the child with the intention of facilitating a child's involvement in sexual conduct, either with the groomer or another adult. Grooming does not necessarily involve any sexual contact or even discussion of sexual activity if it is deemed to have the purpose of facilitating sexual activity at a later time. The offence can be committed by any person aged 18 years or over
Harm	Harm to a child, is any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by: <ul style="list-style-type: none"> <li>• physical, psychological or emotional abuse or neglect;</li> <li>• sexual abuse or exploitation;</li> <li>• a single act, omission or circumstance; and</li> <li>• a series or combination of acts, omissions or circumstances.</li> </ul>
LGBTQI+	(Lesbian, gay, bisexual, transgender, queer and intersex) as outlined in <i>Rainbow Tick National Accreditation</i> program for LGBTI inclusive practice throughout Australia. <a href="https://www.qip.com.au/standards/rainbow-tick-standards/">https://www.qip.com.au/standards/rainbow-tick-standards/</a>
National Principles for Child Safe Organisations (National Principles)	The National Principles are designed to build capacity and deliver child safety and wellbeing in organisations, families and communities and prevent future harm. The Principles have been endorsed by all Commonwealth, state and territory governments. <a href="https://childdsafe.humanrights.gov.au/national-principles">https://childdsafe.humanrights.gov.au/national-principles</a>
Neglect	Neglect is the persistent failure or deliberate denial to provide the child or young person with the basic necessities of life. Such neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention or supervision to the extent that the child or young person's health and development is, or is likely to be, significantly harmed. Categories of neglect include physical neglect, medical neglect, abandonment or desertion, emotional neglect and educational neglect. The issue of neglect must be considered within the context of resources reasonably available.
Online environment	Anywhere online that allows digital communication, such as: social networks, text messages and messaging apps, email and private

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Term	Definition
	messaging, online chats, comments on live streaming sites and voice chat in games.
Physical Abuse	Physical abuse occurs when a person subjects a child or young person to non-accidental physically aggressive acts. The abuser may inflict an injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a child or young person. Physically abusive behavior includes (but is not limited to) shoving, hitting, slapping, shaking, throwing, punching, biting, burning, suffocating, excessive and physically harmful over training, and kicking. It also includes giving children and young people harmful substances such as drugs, alcohol or poison. Certain types of punishment, whilst not causing injury can also be considered physical abuse if they place a child or young person at risk of being hurt.
Risk management	In the context of creating safe environments for children and young people, risk management consists of assessing and taking steps to minimise the risks of harm to children and young people because of the action of an employee, volunteer, contractor or another child or young person. Risk management includes planning the work of the organisation to reduce or minimise situations where children and young people may be abused.
The Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission).	An independent inquiry established in 2013 by the Australian Government to examine and report upon responses by institutions to instances and allegations of child sexual abuse in educational institutions, religious groups, sporting organisations, state institutions and youth organisations. The findings provide recommendations to the Government on how to improve laws, policies, structures and practices to prevent such harm from re-occurring. <a href="https://www.childabuseroyalcommission.gov.au/">https://www.childabuseroyalcommission.gov.au/</a>
Sexual Abuse	Sexual abuse occurs when an adult or a person of authority (e.g. older) involves a child or young person in any sexual activity. Perpetrators of sexual abuse take advantage of their power, authority or position over the child or young person for their own benefit. It can include making sexual comments to a child, engaging children to participate in sexual conversations over the internet or on social media, kissing, touching a child's genitals or breasts, oral sex or intercourse with a child. Encouraging a child to view pornographic magazines, websites and videos is also sexual abuse. Engaging children to participate in sexual conversations over the internet is also considered sexual abuse.
Sexual Exploitation	Sexual exploitation is a form of sexual abuse where offenders use their power, (physical, financial or emotional) over a child or young person, or a false identity, to sexually or emotionally abuse them. It often involves

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Term	Definition
	situations and relationships where children and young people receive something (food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money etc.) in return for participating in sexual activities. Sexual exploitation can occur in person or online, and sometimes the child or young person may not even realise they are a victim.
United Nations Convention on the Rights of the Child	Is an international agreement setting out the civil, political, economic, social and cultural rights of every child, regardless of their race, religion or abilities. <a href="https://www.ohchr.org/en/professionalinterest/pages/crc.aspx">https://www.ohchr.org/en/professionalinterest/pages/crc.aspx</a>
Victorian Child Safe Standards	Victoria's Child Safe Standards were put in place in 2016 to protect children and young people from harm and abuse. If your organisation or group provides services or facilities for children or engages a child as a contractor, employee or volunteer, you have a legal obligation to comply with the Child Safe Standards. <a href="http://www.vic.gov.au">About Child Safe Standards   vic.gov.au (www.vic.gov.au)</a>

## 7. Document Control & Review

<b>Department</b>	Guiding Operations	<b>Approved</b>	Executive Committee	September 2024
<b>Policy reviewed</b>	<b>Modifications</b>	<b>Next Review Date</b>	<b>Version</b>	
December 2024	Added CSCF training requirements	December 2028	1.1	
February 2025	Updated to GGV policy format, added to responsibilities table and simplified policy copy.	February 2028	1.2	

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