

# Child Protection Policy

## Introduction

The Royal Australian Chemical Institute (RACI) is committed to promoting and protecting the interests and safety of children. We have zero tolerance for child abuse. The RACI is thereby committed to complying with the Child Safe Standards ([Standards](#)) introduced by the Victorian Government, which set out the compulsory minimum standards for organisations that provide services for children and young people (or are used by children and young people), to help protect them from harm.

Everyone working and volunteering at the RACI is responsible for the care and protection of children and reporting information about child abuse.

## Application

This policy applies to all employees, contractors and volunteers and to the broad range of situations where interaction with children and young people may occur in the delivery of the RACI's services.

## Purpose

The purpose of this policy is to:

1. ensure that all employees, contractors and volunteers engaged by the RACI are aware of the organisation's commitment to creating and maintaining a child safe environment that meets the Standards
2. facilitate the prevention of child abuse within the RACI
3. establish the framework for an organisational culture of child safety
4. outline the responsibilities that various parties have for identifying possible occasions for child abuse, for establishing controls and procedures for preventing abuse, mitigating risks, detecting abuse when it occurs and procedures for reporting abuse.
5. provide guidance to employees, volunteers and contractors as to action and reporting that should be taken where they suspect any abuse within or outside of the organisation
6. provide a clear statement to employees, volunteers and contractors forbidding any such abuse
7. provide assurance that all suspected abuse will be reported and fully investigated.

## The RACI's Commitment

The RACI is committed to promoting and protecting the best interests of children involved in its programs, and to providing a child-safe and child-friendly environment for all children and young people who engage with the RACI. The RACI is committed to complying with the Child Safe Standards (**Standards**) introduced by the Victorian Government, which set out the compulsory minimum standards for organisations that provide services for children and young people (or are used by children and young people), to help protect them from harm.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from abuse. The RACI has zero tolerance for child abuse. Everyone working at the RACI is responsible for the care and protection of the children within our care and reporting information about suspected child abuse.

Child protection is a shared responsibility between the RACI and all employees, contractors, volunteers, associates, and members of the RACI community.

The RACI will consider the opinions of children and use their opinions to develop child protection policies.

The RACI supports and respects all children, employees contractors and volunteers.

The RACI is committed to the cultural safety of children, and pays particular attention to the safety and cultural safety of the following groups of children, in recognition of their increased vulnerability, and diverse and unique identities and experiences:

- Aboriginal and Torres Strait Islander children and young people
- children from culturally and linguistically diverse backgrounds
- children living with a disability
- children who identify as lesbian, gay, bisexual or trans
- children who are intersex, non-binary or gender diverse
- children in and out of home care and the youth justice system.

Any person who believes a child is at immediate risk of abuse must contact the police (telephone 000).

## The RACI's Approach to Child Safety

In continuing to implement and promote a child-safe system of work, The RACI will:

- develop an environment in which children feel listened to and valued, and in which their concerns are acted upon, including encouraging and allowing children to participate in decisions important to them

- consult with employees and other appropriate parties, including families and children
- assess and manage the risk of abuse to children who interact with the RACI, including through recruitment practices and online
- take a proactive approach to child safety, including fostering a culture of openness that encourages all employees to report any concerns of child safety and supports them in this process
- report suspected abuse, neglect or mistreatment promptly to the appropriate authority, whether or not the law requires reporting
- ensure children know the options available to them if they are concerned or feeling unsafe, and foster an environment where children are safe to raise such concerns
- recruit employees who are suitable to work with children and provide high quality training, supervision and professional development to employees
- have policies, procedures and supports in place to reflect these commitments, and review these regularly.

<b>Approved by Board on</b>	30 March 2026
<b>Responsible Person</b>	Education, Careers & Outreach Coordinator
<b>Scheduled Review</b>	30 March 2028 (Once every two years, on date of Board approval)