



# Statement of Commitment to Child Safety

At Family Support Network Inc every child has the right to be safe and feel safe. We commit to the safety and wellbeing of every child who encounters our organisation.

## Statement of Intent

Family Support Network Inc. is committed to providing a safe environment for children and young people.

Our organisation actively demonstrates this commitment by:

- **maintaining a zero-tolerance approach to child abuse**
- **ensuring the safety and wellbeing of children is central to our decision-making**

## Underpinning Values

Our approach to preventing harm is embedded in Family Support Network Inc.'s robust policies and procedures. We are committed to a culture where the safety, wellbeing and participation of all children and young people we work with are paramount. We believe all children are unique and have the right to be protected.

Family Support Network Inc. is committed to:

- providing children and young people with an environment where they feel safe, are listened to and believed
- supporting the cultural safety of all children and young people, including First Nations children and children from culturally and linguistically diverse (CALD) backgrounds
- providing a safe and inclusive environment for children with disability

### **Demonstration of intent**

We invest in our staff and/or volunteers to ensure they are supported to have the skills, knowledge and confidence to be child safe. We seek to incorporate the views and opinions of children and young people when developing a safe place for them. We welcome comments, compliments and complaints from children, their families and the community to guide how we work to protect children.

### **Our commitment to children and young people**

Family Support Network Inc. is committed to:

- implementing the 10 Child Safe Standards
- taking a preventative, proactive and participatory approach to child safety
- providing a safe and supportive environment for all children
- making sure that children are not exposed to any form of harmful conduct or abuse
- empowering children to participate in decisions that affect them and share any concerns they may have, including abuse, neglect and grooming
- making sure children know who to approach if they feel unsafe or have any child safety concerns including abuse, neglect and grooming
- empowering children and young people so they feel able to respond to any behaviour that is not acceptable
- providing support for any children and young people who report or are suspected of being exposed to concerning conduct, including abuse, neglect or grooming
- providing age- and ability-appropriate codes of conduct to everyone who interacts with our organisation

## **Our commitment as a child safe organisation**

Family Support Network Inc. is committed to promoting child safe values and principles across our organisation and activities by:

- educating everyone involved in our organisation about what it means to be a child safe organisation, so we can prevent, detect and effectively respond to child abuse
- ensuring that all Family Support Network Inc. stakeholders know how and when to report any concerns, complaints or allegations of concerning conduct, including abuse, neglect or grooming
- ensuring everyone involved in our organisation knows how to appropriately respond to complaints, allegations, disclosures and breaches to our Child Safe Code of Conduct
- implementing child safe recruitment processes that include a current Working with Children Check (WWCC) and other screening checks as appropriate for adults who require them
- inducting all staff members and/or volunteers so they recognise their role in keeping children and young people safe, and ensure there are ongoing learning and development opportunities related to child safety
- engaging only the most suitable people to work with children, and providing high-quality supervision and professional development for our staff and/or volunteers
- ensuring that all participants are provided with appropriate support if they are exposed to, or report, abuse, neglect or grooming
- sharing information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk
- welcoming feedback to continuously improve our child safe policies, procedures and practices
- ensuring that family and community members interacting with our organisation are aware that child safety is everyone's responsibility, and their behaviour aligns with our child safe practices
- reviewing our policies and procedures at least annually to ensure our staff have clear and relevant guidance on appropriate behaviour with children
- maintaining a reporting framework to ensure reports of concerning conduct are:
  - easy to make for anyone involved with our organisation
  - responded to in a timely and fair manner
  - recorded appropriately
  - forwarded to relevant authorities where necessary