

## Glen Education Child Safe Environment Statement

*Children's best interests are at the heart of decision-making and service delivery.*

### Commitment to child safety

*We are committed to fulfilling our duty of care and have a zero tolerance to child abuse:* All children have the right to be and feel safe in environments that respect cultural safety and maintain a culture in which children, their histories, and identities are valued, respected, and cared for. *Protecting children from the risks of abuse is embedded in everyday thinking and practice:* Educators listen to and act on children's concerns and create a culture of partnership with children and families to address the individual needs of children.

### Children's rights to safety and participation

Children have the right to be heard and to be active contributors to things that are important to them and that affect them. Children have the right to privacy. All children have the right to special care and consideration based on their individual needs and histories. Aboriginal children have distinct cultural rights to enjoy their identity and culture; maintain the use of their language; maintain their kinship ties; and maintain their relationship with the land, waters and other resources.

### Valuing diversity

We are committed to creating environments and programs, reflective of our communities, that support, reflect and promote equitable and inclusive behaviours and practices, along with a sense of belonging for all children, families and staff. Children's cultural safety is respected, and all children are given the opportunity to access programs at the service, recognising that all families are unique and that children learn in different ways. Our staff and management engage in an ongoing process of review and develop of knowledge, skills, practices and attitudes around inclusion and equity.

### Recruiting staff and volunteers

We apply best practice standards in recruitment and screening of educators, staff and volunteers.

### Supporting staff and volunteers

The Glen Education Code of Conduct provides guidance to staff and volunteers. Regular staff meetings and professional development opportunities provide staff with professional platforms for discussion of child safety rights and requirements.

### Reporting a child safety concern or complaint

A person with a child safety concern may contact the Nominated Supervisor at their service or use the Glen Education Feedback and Complaints contact information displayed at services. A step-by-step guide to making a report to Child Protection or Child First is displayed at services. GEKA have a policy to support the resolution of complaints. All complaints are taken seriously and treated with privacy and urgency. Complaints are assessed and referred on to Child Protection or Child First where appropriate. A formal record of all complaints is filed. Non-compliance with this statement may result in withdrawal of services.

### Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm and use this to inform policy and procedures. In addition to managing health and safety risks in our environments, we are committed to proactively managing risk of abuse to children in our care. We are aware of our responsibilities under the reportable conduct scheme and act accordingly to protect children.