



Commitment to Child Safe Standards Statement – Employee

Employee Full Name: _____

Employee Qualification: _____

I, the above named employee agree to implement the ‘Child Safe Standards’.

In relation to Child Safe Standard 1, Child Safety is Embedded in Organisation Leadership, Governance and culture I will:

- have commitment to providing a safe environment and child safe culture in the workplace.
- I will respect the child’s rights to privacy and confidentiality, acknowledging that information in relation to the child’s learning, development and behaviours are only communicated directly with parent/caregivers and no other family members unless I have written permission to do so.
- I agree to retain children’s records safely and keep children’s information confidential.
- Ensure that there are two educators are present with children at all times, you recognise that is never a safe time for you to be alone with a child regardless of how trusted you are. You will not take children by themselves to the photo copier or where there are blind spots. You acknowledge you must be in view of another educator at all time. If you require provisions and one of you need to get the provisions, then you must wait until the third staff member has arrived once children arrive. Under no circumstances once a child has arrived should a staff member be left alone. This safety measure protects you and the children in your care by ensuring there is a witness to your interactions and conversations with children.

In relation to Child Safe Standard 2, Children participate in decisions affecting them and are taken seriously, I will:

- Provide children with opportunities to express their views and participate in decisions that affect their lives.
- The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and be less isolated
- Assist children with gaining access to abuse prevention programs and information when applicable.
- Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children to communicate and raise their concerns. They undertake refresher training in child protection and hold the nationally recognised child protection code 001, or 025.



In relation to Child Safe Standard 3, Families and Communities are involved and informed, I will:

- Families have the primary responsibility for the upbringing and development of their child and participate in decisions affecting their child.
- The organisation engages in open, two-way communication with families and communities about its child safety approach and relevant information is accessible.
- Families and communities have a say in the organisation's policies and practices.
- Families and communities are informed about the organisation's operations and governance.

In relation to Child Safe Standard 4, Equity is Upheld and Diversity is taken into Account, I will:

1. The organisation actively anticipates children's diverse circumstances and responds effectively to those with more vulnerabilities
2. All children have access to information, support and complaints processes
3. The organisation pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, children who identify as LGBTQIA+ and children from culturally and linguistically diverse backgrounds.

In relation to Child Safe Standard 5, Management will ensure, People Working with Children are Suitable and Supported, management will:

1. Recruitment, including advertising and screening, emphasises child safety
2. Relevant staff and volunteers have Working With Children Checks
3. All staff and volunteers receive an appropriate induction and are aware of their child safety responsibilities, including reporting obligations.

Management and Staff Responsibility

4. Supervision and people management have a child safety focus.

In relation to Child Safe Standard 6, Processes to respond to complaints of child abuse are focused, I will:

-Inform the director immediately and implement the service policy in relation to child protection and complaints of child abuse.

1. The organisation has a child-focused complaint-handling system that is understood by children, staff, volunteers and families.
2. The organisation has an effective complaint-handling policy and procedure which clearly outline roles and responsibilities, approaches to dealing with different types of complaints and obligations to act and report. You will contribute to policy reviews in relation to this.



3. Complaints are taken seriously, responded to promptly and thoroughly, and reporting, privacy and employment law obligations are met.

In relation to Child Safe Standard 7, Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training, I will:

- Engage in professional development opportunities to assist with furthering my education and knowledge to stay up to date with best practice.
 - Management/ Educational Leader will send out training opportunities to staff and support them in their decisions.
1. Relevant staff and volunteers receive training on the nature and indicators of child maltreatment, particularly organisational child abuse
 2. Staff and volunteers receive training on the organisation's child safe practices and child protection
 3. Relevant staff and volunteers are supported to develop practical skills in protecting children and responding to disclosures

In relation to Child Safe Standard 8, Physical and Online Environments Minimise the Opportunity for Abuse to Occur, I will:

- Ensure risks in the online and physical environments are identified and mitigated without compromising a child's right to privacy and healthy development.
- Ensure the online environment is used in line with the organisation's code of conduct and relevant policies.

In relation to Child Safe Standard 9, Implementation of the Child Safe Standards is continuously reviewed and improved, I will:

1. The organisation regularly reviews and improves child safe practices, and I agree to contribute to reviews and the improvement of practices which align with the Child Safe Standards.
2. The organisation analyses complaints to identify causes and systemic failures to inform continuous improvement and informs staff regarding practice that could be implemented to improve and rectify practices.

In relation to Child Safe Standard 10, Policies and Procedures document how the organisation is Child Safe, I will:

1. Staff Contribute to Policy and procedure reviews to ensure we address all Child Safe Standards within our policies.
2. Policies and procedures are accessible and easy to understand



3. Best practice models and stakeholder consultation inform the development of policies and procedures.
4. As Leaders, we aim to champion and model compliance with policies and procedures.
5. I acknowledge that I understand and apply the policies and procedures to daily practices, and if I do not understand something within the policies and procedures that I will seek clarification from a senior staff member.

Staff Name (Please print first and last name): _____

Staff Signature: _____

Date: _____