

Our Commitment to Child Safety

At JHOSHC, the safety, wellbeing and best interest of children are our highest priority. We are committed to providing a safe, inclusive and empowering environment where every child feels respected, valued, heard and protected from harm. We have a zero tolerance for child abuse, neglect, exploitation or grooming in any form.

Our Commitment to Children

We commit to:

- Maintaining every child's right to feel safe and be safe
- Listening to children and taking their concerns seriously
- Supporting children to speak up about anything that makes them feel unsafe
- Promoting children's participation in decisions that affect them
- Treating all children with dignity, respect and fairness
- Providing culturally safe and inclusive environments

Our Commitment to Families

We commit to:

- Working in partnership with families to promote child safety and wellbeing
- Communicating openly about our child safety policies and practices
- Providing accessible information about reporting concerns or complaints
- Acting promptly and transparently when concerns are raised

Our Commitment to Equity and Inclusion

We recognise the diverse backgrounds, identities and backgrounds of our children. We are committed to:

- Cultural safety for Aboriginal and Torres Strait Islander children
- Inclusion for children with disabilities
- Respect for children from culturally and linguistically diverse backgrounds
- Supporting children who may be vulnerable or at greater risk of harm
- Creating environment free from discrimination and bias

Our Management Commitment

Child safety and wellbeing are embedded in our leadership, governance and daily operations. We commit to:

- Implementing and regularly reviewing child safety policies
- Conducting ongoing child safety risk assessments
- Ensuring all staff and volunteers understand their responsibilities
- Providing regular child protection training
- Maintaining clear codes of conduct and professional boundaries
- Encouraging any reporting of concerns
- Responding to all concerns promptly, fairly and lawfully

Our management team actively promotes a culture where child safety is everyone's responsibility.

Our Commitment to Safe Recruitment and Training

We ensure:

- All staff and volunteers hold valid Blue Cards
- Thorough recruitment and screening process are followed
- Children's safety and wellbeing training is part of all staff inductions
- Ongoing professional development in child protection is provided
- Staff understand mandatory reporting obligations

Our Commitment to Continuous Improvement

We regularly review and strengthen our child safety practices by:

- Seeking feedback from children and families
- Monitoring incidents and complaints
- Reviewing risk management processes
- Updating policies and procedures to reflect legislative requirements

Our Shared Responsibility

Child safety is the responsibility of every member of our community. We expect all staff volunteers, families and visitors to uphold this commitment and contribute to a culture where our children feel safe, respected and empowered.