



## Statement of Commitment to Child Safety

Hawthorn Early Years has zero tolerance for child abuse and any harm resulting from discrimination based on disability, race, ethnicity, religion, sex, intersex status, gender identity or sexual orientation.

We are committed to the safety and wellbeing of all children and young people. We understand our responsibilities and statutory duty of care to comply with the Victorian Child Safe Standards, Reportable Conduct Scheme and Information Sharing Scheme to build our capacity to prevent and respond to allegations of child abuse.

We are dedicated to protecting children from abuse and neglect and to promoting a child safe environment, maintaining children's wellbeing. We adhere to our comprehensive *Child Safety and Wellbeing Procedure*, standing by our mandatory reporting responsibilities to protect children from physical, sexual, emotional and psychological abuse and neglect. We work to ensure there is clear awareness between appropriate and inappropriate behaviour concerning adults and children.

We are committed to the cultural safety, participation and empowerment of all children including those of Aboriginal and Torres Strait Islander backgrounds, culturally and linguistically diverse backgrounds and those with a disability.

We value diversity and do not tolerate any discriminatory practices.

We are committed to ongoing professional development for employees to maintain their ability to distinguish and respond to situations of abuse and neglect, ensuring employees are responsive to their responsibilities in keeping children safe.

We draw on the United Nations Convention on the Rights of the Child and have confidence in educating children about their right to be safe. We believe in teaching children what to do if they feel unsafe and encouraging them to express their view and thoughts on matters that directly affect them.

As educators, we listen to and empower children to act on any concerns they or others may raise, which is reflective in our policies and procedures in keeping children safe.