

STATEMENT OF COMMITMENT TO CHILD SAFETY

Mayfield Childcare Limited, its Board, Management, Employees, Volunteers and Contractors are committed to the safety and wellbeing of all children and young people and have zero tolerance for child abuse.

We are a Child Safe Organisation.

Our commitment is to:

- Support the safety, participation and empowerment of all children.
- Treat all allegations and safety concerns seriously, acting always in the best interests of the child.
- Maintain comprehensive policies and procedures to ensure that child wellbeing and safety is an embedded practice within our organisational leadership, governance and culture.
- Ensure the cultural safety of Aboriginal children by providing a safe and inclusive environment.
- Ensure that all children, regardless of age, gender identity, sexual orientation, ethnicity, religious beliefs, ability or family background, have the right to protection from harm and to be treated with dignity, respect and integrity.
- Provide a physical and online environment that promotes safety and wellbeing where children and young people are safe, feel safe, and have their voices heard in decisions affecting their lives.

Our actions will include:

- Provide support to our employees, families and communities to ensure they are informed and actively involved in promoting child safety and wellbeing.
- Continuously develop and review targeted policies, procedures and training that enable Mayfield Childcare Limited, its Board, Management, Employees, Volunteers and Contractors to fulfill these commitments effectively.
- Create environments where all children and young people have a voice and are listened to, where their views are respected, and where they actively contribute to how their world is influenced.
- Employ only the most suitable individuals to work with children, utilising robust recruitment procedures to ensure their suitability and integrity.
- Ensure children know who to approach if they have concerns or feel unsafe, and foster an atmosphere where they feel comfortable and encouraged to voice such issues.

All employees, volunteers and contractors have an obligation to report suspected cases of child abuse in accordance with Company Policy and all related regulatory requirements.

