

# Alliance Community Commitment to Child Safety Statement

## **Our commitment to Child Safety**

Alliance Community is dedicated to ensuring the wellbeing, safety, and protection of children and young people in our programs and communities. Our commitment extends to safeguarding children and young people from all forms of harm or risk. We strive to create a child-safe and child-friendly environment where every child and young person is respected, valued, and encouraged to reach their full potential.

Our commitment to child safety encompasses all employees, workers, and volunteers at Alliance Community.

## **Child Safe Training**

We provide comprehensive induction training for new employees and volunteers on our Child Safe Policy, reporting procedures and the National Principles for Child Safe Organisations, based on position and potential interaction with children.

Employees and volunteers are provided with refresher training every two years on the Child Safe Policy, reporting procedures and the National Principles for Child Safe Organisations

## **Management and Employee Accountabilities**

Our management team is responsible for understanding the policy requirements, ensuring training and implementation within their areas of supervision, and maintaining compliance with relevant government and legislative regulations.

Employees in roles requiring them to work with children are responsible for maintaining a current Working with Children Card, undertaking all assigned training, and complying with the policy and procedures.

## **Recruitment**

Recruitment and selection processes at Alliance Community prioritise the suitability of individuals working or volunteering with children and young people. Extensive checks, including interviews, reference checks, working with children checks, and criminal record checks, are conducted to ensure the safety of children and young people. Successful candidates receive a comprehensive induction, training on policies and procedures, and ongoing support and supervision.

## **Zero Tolerance Policy**

We have zero tolerance of child abuse. All allegations and safety concerns will be treated seriously. All employees, without exception, are responsible for promptly reporting any harm, suspected harm or risk to children or young people in accordance with our Child Safe Policy and procedures, including notifying the appropriate state or territory authority.

## **Risk Management and Mitigation**

Business units involved with working with children will be supported by the Enterprise Risk and Compliance Team to identify the level of responsibility for, and contact with, children, evaluate risks to child safety and wellbeing, and put in place appropriate strategies to manage identified risks.

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