

Child Safe Statement of Commitment

The Statement of Commitment highlights Carers Tasmania Ltd and Care2Service Ltd commitment to providing a safe environment for children and young people



Our commitment to inclusion

We welcome, support and include First Nations carers and carers who may identify as LGBTIQ+ or are from culturally and linguistically diverse backgrounds or with disability. We value and respect the diversity of carers and their lived and living experiences. We recognise that carers are the experts in their own lives.

About this Statement of Commitment

Responsibilities and delegations	
This policy applies to (Scope)	All employees
Authorisation	This policy is issued under the Authority of the CEO
Specific roles and responsibilities	All Employees <ul style="list-style-type: none"> Must understand, support and operate within the governing legislation and standards as laid out in this Statement of Commitment
Policy owner	This Policy is owned by CEO
Exclusions	Nil
Policy category	Service Delivery
Review frequency	Annual

Related documents and requirements

Policy context – this procedure relates to:	
Organisational policies	Code of Conduct, Child Safe Culture Policy, Feedback and Complaints Policy, Inclusiveness and Safeguarding Policy and Whistleblowers Policy
Organisational procedures	Feedback and Complaints Procedure
Organisational forms, record keeping, other documents	Feedback form (website) and Complaints Register (QMS)
Standards	Child Safe Organisations
Legislation	Children, Young Persons and Their Families Act 1997 (TAS), Child and Youth Safe Organisations Act 2023 (TAS)
Contractual obligations	Staff Employment Contract and Code of Conduct

This Statement of Commitment acknowledges all children and young people have the right to feel and be safe, respected and heard. It is to be read in conjunction with the Child Safe Culture Policy

Carers Tasmania Ltd and Care2Serve Ltd recognise the vulnerability of children and young people and the additional risks of harm when meeting the diverse needs of:

- Aboriginal and Torres Strait Islander children and young people
- children and young people with a disability
- children and young people who are unable to live at home
- children and young people from culturally and linguistically diverse backgrounds (CALD)
- lesbian, gay, bisexual, transgender, intersex, queer, asexual and questioning (LGBTIQ+) children and young people.

We are committed to the safety, wellbeing and best interests of children and young people and have embedded a safeguarding culture which includes a range of measures to reduce and respond to harm through:

- Ensuring the rights of children and young people are upheld so they feel heard on matters regarding their safety and to ensure they feel safe and protected
- Upholding a zero tolerance for child abuse and will ensure all allegations of reportable conduct and safety concerns are taken seriously, in accordance with organisational policies, procedures and governing legislation
- Responding immediately to remove or reduce identified risk.

The organisation has ensured that staff are suitable and capable of providing a safe culture for young people, and mechanisms have been put in place to ensure that all employees (including volunteers and sub-contractors) have:

- Undertaken background checks and safety screening procedures including mandatory Working With Vulnerable People (WWVP) card and National Police checks
- Received induction on safeguarding children and young people followed by training
- Agreed to the organisational Code of Conduct and the Inclusiveness and Safeguarding Policy
- An understanding of mandatory reporting requirements and incident management procedures

This statement outlines the expectations for appropriate behaviour which must be abided by when employees (including volunteers and sub-contractors) come into contact with young people as part of their duties. Employees are expected to provide adequate care and supervision for young people which takes

into consideration appropriate behaviour outlined in the Service Practice Policy and the Child and Youth Safe Practice Guidelines with regard to:

- Boundaries
- Physical contact
- Overnight stays and sleeping arrangements
- Use, possession or supply of alcohol and drugs
- Changeroom arrangements
- Transporting children and young people
- Appropriate number and ratio of female / male employees.

Statement of Commitment adherence by all employees is essential to support the overall success of the organisation in achieving our vision, purpose and values, fostering best practice, and adhering to our legal obligations. Proven breaches of this Statement of Commitment may lead to disciplinary action.

Definitions

Employee

All staff including full time, part time, casual, contractors, volunteers and Directors.

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