Child Safe Commitment Statement

Positive Solutions is committed to being a child-safe organisation. We uphold every child and young person's right to be safe, respected, heard and supported. We take all reasonable steps to prevent, identify and respond to abuse, harm and neglect, and we have zero tolerance for conduct that compromises a child's safety or wellbeing.

This commitment applies across our services, workplaces, online environments and community activities. It guides our Board, employees, managers, contractors, consultants, volunteers, students and anyone working for or on behalf of Positive Solutions, and it communicates to children, families, carers, partners and the wider community what they can expect from us.

Our commitments

- *Children's rights and voices*: We inform children and young people about their rights, listen to them, take their views and concerns seriously, and support meaningful participation in decisions that affect them.
- *Safety, inclusion and cultural respect:* We provide safe, welcoming and accessible services that uphold equity and respect each child's identity, culture, language, abilities, gender, sexuality and lived experience. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children and young people and their connection to family, community, culture, language and Country.
- *Families and communities:* Where safe and appropriate, we involve families, carers and communities in promoting child safety and wellbeing and make information accessible for different ages, developmental stages, disabilities, communication needs and cultural backgrounds.
- *Safe people and conduct:* We recruit, screen, induct, train, supervise and support our workforce to uphold child-safe values, maintain professional boundaries, use authorised communication channels and comply with our Child Safe Code of Conduct.
- *Prevention and risk management:* We identify and manage risks in physical and online environments, act on foreseeable risks, and maintain policies and systems that prioritise children's safety and wellbeing.
- *Child-focused responses:* We provide accessible ways to raise concerns or complaints. We respond sensitively, promptly and fairly to disclosures, allegations and concerns, prioritise immediate safety, and meet mandatory reporting, reportable conduct and information-sharing obligations.
- *Accountability and improvement:* Our Board and leaders maintain oversight of child safety. We review our practices using feedback from children, young people, families and carers, as well as complaints, incidents, audits, workforce learning and changes in law and guidance.

Our approach is guided by the National Principles for Child Safe Organisations and Tasmania's Child and Youth Safe Organisations Framework, including the Child and Youth Safe Standards, the Universal Principle for Aboriginal Cultural Safety and the Reportable Conduct Scheme.

Child safety is everyone's responsibility.