

Statement of Commitment to Child Safety

Consistent with the *Child Wellbeing and Safety Amendment (Child Safe Standards) Bill (Vic) 2015*, and the *The Working with Children (Risk Management and Screening) Act (Qld) 2000* and the *Working with Children (Risk Management and Screening) Regulation (Qld) 2011* and the *NDIS Practice Standards*, Therapy Pro will create and maintain a child safe organisation, where the rights of children and their interests are paramount.

Children working with Therapy Pro have the right to feel safe, included and respected. Therapy Pro will ensure that all children with whom we work, are safe from potential or actual child abuse.

Therapy Pro has a zero tolerance to child abuse, harm and neglect. Child abuse, harm and neglect is any act committed against a child involving physical violence, sexual offences, serious emotional or psychological abuse or serious neglect.

Therapy Pro has a duty of care to keep children safe and all staff working with children are appropriately qualified and screened for suitability. Staff working with children individually and collectively are responsible for reporting any incidents that threaten a child's safety and wellbeing.

Therapy Pro will take seriously and treat with sensitivity, any disclosure from a child who reports they are feeling unsafe or is potentially being abused. Any potential or actual child abuse or risk of child abuse will be reported by Therapy Pro staff immediately to the General Manager, and where required reporting to state-based statutory authorities in accordance with the Child Safe Standards. The reporting procedure is outlined in *Therapy Pro Reportable Incident and Incident Management and Reporting Policy and Procedure*.

Therapy Pro is committed to the safety of Aboriginal and Torres Strait Islander children, culturally and linguistically diverse children and children with a disability, and will work to ensure that the cultural and disability needs of those children are considered when responding to allegations or incidences of child abuse.

The *Therapy Pro Works with Children and Keeps Children Safe* document is provided to all children and families at the commencement of Therapy Pro's work with them, and is designed to assist staff to support children and young people to understand their rights; contribute to children being able to raise concerns; and promote and encourage the child's participation in asking questions, speaking up if they are worried, and valuing their views and opinions.

All Therapy Pro staff, including the Leadership Team, undergo and maintain appropriate and relevant training in relation to the protection of children. Every member of Therapy Pro staff is required to abide by and sign the organisation's Code of Conduct for Working with

Children and any breach of the code will result in disciplinary action, which may include termination of an individual's employment with the organisation.

Therapy Pro ensures that staff adhere to the eight requirements set down in legislation in Queensland, these are:

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Commitment:

1. A statement of commitment to the safety and wellbeing of children and the protection of children from harm; *and*
2. A code of conduct for interacting with children.

Capability:

3. Written procedures for recruiting, selecting, training and managing staff and volunteers;

Concerns:

4. Policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines;
5. A plan for managing breaches of your risk management strategy; *and*
6. Risk management plans for high risk activities and special events;

Consistency:

7. Policies and procedures for managing compliance with the blue card system; *and*
8. Strategies for communication and support.

Therapy Pro is committed to ensuring that our practice of providing therapeutic services to and for children is underlined by the commitment to keep children safe in all contexts of their lives. It is the 'Therapy Pro Way'.