

Weldon Child Safety Commitment Statement

At Weldon, we are wholeheartedly committed to creating and maintaining a child-safe and child-friendly environment where all children are respected, valued, and heard. The safety, wellbeing, and inclusion of every child form the foundation of our work, and we strive to embed a culture of child safety across all aspects of our organisation. Our practices are guided by the NSW Child Safe Standards, which ensure a strong, proactive, and consistent approach to safeguarding children and young people in our care.

We are dedicated to fostering a culture where child safety is everyone's responsibility, and where leadership, staff, and volunteers share accountability for ensuring the wellbeing of all children. Child safety is not just a policy—it is an integral part of our daily operations, decision-making, and organisational identity.

Children are central to everything we do, and we actively empower them to participate in decisions that affect their lives. We encourage their voices to be heard and respected, and we create safe, supportive spaces where they can express themselves freely. We also recognise the importance of cultural safety and inclusion, and are committed to providing environments where Aboriginal and Torres Strait Islander children, culturally and linguistically diverse children, and children with disability feel welcomed, represented, and supported in meaningful ways.

At Weldon, we understand that creating a safe organisation begins with the people we engage. We implement rigorous recruitment and screening processes for all staff and volunteers, ensuring they are suitable to work with children. All team members receive thorough induction and ongoing professional development to equip them with the knowledge, skills, and confidence to identify risks, respond to concerns, and uphold their responsibilities under child protection legislation and Weldon's internal policies.

We are committed to maintaining safe physical environments in our centres, as well as safe and age-appropriate digital environments, ensuring all interactions and activities are designed to minimise risk and promote children's wellbeing. Our reporting procedures are clear, accessible, and regularly reviewed to ensure that all concerns, disclosures, and complaints are responded to appropriately and in a timely manner.

Families and community members are vital partners in our child safety approach. We are transparent in our practices and seek feedback to strengthen our policies and programs. We actively listen to our community and work collaboratively to ensure we are meeting the needs of children and families.

Child safety at Weldon is an ongoing commitment. We regularly monitor, review, and reflect on our practices to ensure continuous improvement. Our team is supported

with resources and reflective opportunities to grow their understanding and further embed a child-safe culture in all that we do.

At Weldon, we promise to be a place where every child feels safe, every voice is valued, and every team member is empowered and responsible for protecting the rights and wellbeing of children.