

## Child Safety

### Our Commitment

Westvic Staffing Solutions is committed to the safety and wellbeing of all children (defined in the Child Wellbeing and Safety Act, 2005, as a person under the age of 18 years) and adopts a zero tolerance towards child abuse.

All persons (Students, Apprentices and Trainees, Personnel Hire Employees) who are supported by Westvic Staffing Solutions have a right to feel safe in a supportive environment that promotes the participation and empowerment of children. Westvic Staffing Solutions, in its planning, decision-making and operations, will take a preventative and proactive approach to child safety and will foster a culture that values and empowers children to participate in all programs and services. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or diverse backgrounds, as well as the safety of children with a disability.

All allegations and safety concerns will be treated very seriously and consistently with the organisation's robust policies and procedures. Westvic Staffing Solutions understands its legal and moral obligations to contact authorities when concerns are raised about a child's safety. Management is committed to the prevention of child abuse and identifying, mitigating and removing risks. Westvic Staffing Solutions' commitment to child safety extends to its human resource and recruitment practices for all personnel and the provision of regular training and education for all personnel about child abuse risks.

### Our Child Safety Code of Practice

All Westvic Staffing Solutions personnel are required to adhere to child safe principles and expectations for appropriate behaviour towards, and in the company of, children, and are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- ✓ Adhering to Westvic Staffing Solutions' Child Safety Policy.
- ✓ Upholding the child safety statement of commitment at all times.
- ✓ Taking all reasonable steps to protect children from abuse.
- ✓ Listening and responding to the views and concerns of children, particularly in circumstances of disclosure that they or another child has been abused and/or are worried about their safety or the safety of another child.
- ✓ Promoting the cultural safety of Aboriginal children and children from culturally and/or diverse backgrounds, as well as the safety of children with a disability.
- ✓ Ensuring, as far as practicable, that adults are not left alone with a child.
- ✓ Reporting any child safety concerns to the Child Safety Officer and Westvic Staffing Solutions' management.
- ✓ Ensuring the immediate safety of a child, or other children, if allegations of child abuse are disclosed.
- ✓ Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

This child safety commitment statement will be reviewed annually by the senior management group and amended as required.



**Dean Luciani**  
Chief Executive Officer