



OUR COMMITMENT TO CHILD SAFETY

Froebel is a child safe organisation. We are deeply committed to providing a safe, inclusive, and empowering environment for every child in our care. We have zero tolerance for child abuse and take all concerns regarding children's safety seriously. Children's safety, rights and wellbeing are everyone's responsibility and are of paramount consideration. All Froebel team members, volunteers, families and contractors are expected to act in the best interests of children, uphold their legal and ethical obligations, and contribute to a culture of safety, respect and wellbeing at all times.

We affirm the rights of all children — regardless of gender, cultural background, language, ability, age, family structure or socioeconomic status — to feel safe, to be heard, and to be treated with dignity and respect. We actively promote cultural safety for Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, as well as children living with a disability.

We embed the National Principles for Child Safe Organisations across all policies, procedures, and practices. This includes:

- **Leadership and Governance:** Our governance framework ensures that child safety is upheld through committed leadership and clearly defined responsibilities across all levels of our organisation.
- **Rigorous Recruitment and Screening:** All team members, volunteers, visitors, and external processes, including Working with Children Checks and reference checks.
- **Ongoing Child Protection Training:** We provide all team members with ongoing training in child protection, including their mandatory reporting obligations. This training is refreshed at least annually.
- **Safe Environments and Empowering Curriculum:** We provide safe, nurturing learning environments and intentionally embed education about children's rights, body safety, and respectful relationships into our curriculum.
- **Participation and Voice:** We welcome open communication and ensure that children are supported to participate in decisions that affect them.
- **Family Partnership:** We view families as partners in child safety and ensure they are well-informed, actively involved, and engaged in shaping our policies and practices.
- **Clear and Accessible Policies:** Our child safety policies are aligned with the Child Safe Standards, accessible, regularly reviewed, informed by best practice and community consultation, and championed by all team members and leaders at Froebel.

We are committed to continuous improvement. We regularly review our safeguarding framework to ensure it remains strong, relevant, and effective. We welcome feedback from children, families, team members, and the wider community as part of this ongoing commitment.

In all decisions and actions under Froebel's child safe policies, the safety, welfare, wellbeing, rights and best interests of each child and all children attending a Froebel service are the paramount consideration. Where a conflict arises between the interests of the Approved Provider, the service, any Person with Management or Control, or any other person, and the rights and best interests of a child or children, the rights and best interests of the child or children must prevail. Any actual, potential or perceived conflict of interest affecting a child safety decision must be identified, documented and managed accordingly.



**TO ACCESS OUR
POLICIES, PLEASE
SCAN THIS CODE**



Fröbel