

Commitment to Children and Young People's Safety

Flourish Australia is committed to creating a safe environment for children and young people, one in which they both feel safe and are safe, and ensuring their voices are heard in all decisions that affect their lives.

We are committed to the safety and wellbeing of all children and young people, and have zero tolerance for the abuse and/or harm of children or young people.

We have systems in place to protect children and young people from abuse and/or harm, and require all staff to report any suspicion of the endangerment of a child or young person to their manager immediately. We take all allegations seriously and respond to them consistently in line with our policies and procedures, and in accordance with the law.

We pay particular attention to the cultural safety of Aboriginal and Torres Strait Islander children and young people, and children and young people from culturally and/or linguistically diverse backgrounds, as well as the safety of children and young people with a disability, as research indicates these children and young people may be particularly vulnerable to abuse and/or harm.

Flourish Australia is committed to:

- Taking a preventative, proactive and participatory approach to children and young people's safety
- Valuing and empowering children and young people to participate in decisions which affect their lives
- Fostering a culture of openness that supports everyone to safely disclose risks of abuse or harm to children and young people
- Respecting diversity in cultures and child rearing practices while keeping children and young people's safety paramount
- Providing written guidance to staff about appropriate conduct and behaviour towards children and young people
- Engaging only the most suitable people to work with children and young people, and have high quality staff and volunteer supervision and professional development
- Ensuring children and young people know who to talk with if they are worried or are feeling unsafe, that they are comfortable and encouraged to raise such issues, and know the process that will be used to address their concerns or complaints
- Reporting suspected abuse, neglect or mistreatment promptly to the appropriate authorities

- Sharing information appropriately and lawfully with other organisations where the safety and wellbeing of children or young people is at risk
- Valuing the input of, and communicating regularly with, families and carers
- Ensuring that child and young person safety screening, such as Working with Children Checks, is completed in accordance with all relevant Commonwealth, State, and Territory legislation and policy.

Every person at Flourish Australia has a responsibility to understand the role they play, individually and collectively, to ensure the wellbeing and safety of all children and young people that come into contact with Flourish Australia's services.

Approved by the Flourish Australia Board, 16 February 2026
