



STATEMENT OF COMMITMENT TO CHILD SAFETY

Mayfield Childcare Limited, its Board, Management, Employees, Volunteers and Contractors are committed to the safety and wellbeing of all children and young people.

Mayfield Childcare Limited its Board, Management, Employees, Volunteers and Contractors have a zero tolerance for child abuse.

Our commitment is to:

- Ensure that all children are connected to their community and feel safe, heard, supported and empowered to grow as individuals.
- Maintain child safety and wellbeing as an embedded practice in our organisational leadership, governance and culture where every person involved in Mayfield Childcare Limited has an understanding of the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.
- Ensuring the cultural safety of Aboriginal children, the cultural safety of children from culturally and/or linguistically diverse backgrounds and providing a safe environment for children with a disability.
- Ensuring the safety and wellbeing of those who are unable to live at home and/or identify as being part of the LGBTQIA+ community.
- Support families and communities being informed and involved in promoting child safety and wellbeing.
- Provide a physical and online environment that promotes safety and wellbeing where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives.

Our actions will be:

- To develop and maintain targeted policies, procedures that support Mayfield Childcare Limited, its Board, Management, Employees, Volunteers and Contractors to implement these commitments.
- To support the ongoing training and professional development of all Employees and Volunteers to ensure they maintain current knowledge and skills aligned with legislative requirements, the Child Safe Standards, the National Principles for Child Safe Organisations, and evidence-based best practice.
- To take a preventative, proactive and participatory approach to child safety which recognises and encompasses regulatory and law requirements.
- To create environments where all children and young people have a voice and are listened to, their views are respected and they contribute to how their world is influenced.
- To engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development.
- To ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues.
- To respect diversity in cultures and child rearing practices while keeping child safety paramount.
- To support all families through collaboration and support from the community.
- To ensure all employees, volunteers and contractors are aware of their obligations to report suspected cases of child abuse in accordance with Company Policies, Procedures and Guidelines.

Revised December 2025

