

All children and young people ("Children"), regardless of their age, gender identity, sexual orientation, ethnicity, religious beliefs, ability or family background, have the right to feel safe, to be safe, and to be treated with dignity, respect and integrity.

This Statement reflects the shared commitment of KIN College and our community to uphold the safety, wellbeing and rights of every Child in our care. It recognises the vital role that staff, parents, guardians, volunteers, external providers and contractors play in creating a safe, supportive and child-centred environment.

KIN College is committed to providing a child safe and child friendly environment where all Children are valued, feel safe, and are supported to actively participate in decisions that affect their lives.

Child safety and wellbeing are embedded in our leadership, governance and organisational culture. Our commitment is grounded in our duty of care, our legal responsibilities, and our unwavering focus on acting in the best interests of Children at all times.

As part of this commitment, KIN College upholds the following values and standards:

- The best interests of Children and their protection from harm are paramount, with child safety processes embedded in everyday practice.
- A zero-tolerance approach to child abuse, and a proactive commitment to creating conditions that reduce the likelihood of harm and increase the likelihood of identifying and reporting concerns.
- Respecting and upholding the rights of Children.
- Ensuring Children are empowered, listened to, and taken seriously when they raise concerns about their safety or wellbeing.
- Valuing and supporting diversity, inclusion and equality, including the participation and empowerment of Children with disability, Aboriginal and Torres Strait Islander Children, Children from culturally and linguistically diverse backgrounds, and Children who identify with the LGBTIQ+ community.
- Responding to concerns about child safety raised by Children, parents, carers or members of the community.
- Ensuring that reporting abuse is never obstructed or discouraged, and that all disclosures, allegations and suspicions of harm are responded to in accordance with the law and internal procedures.
- Providing ongoing education, training, engagement and transparency to build awareness of Children's rights, child safe environments, and the Codes of Conduct for staff, students, parents and the wider School community.

- Maintaining child-safe human resources practices, including recruitment, induction and ongoing monitoring.
- Implementing the Child Safe Standards across School policies and procedures, with regular review, training and continuous improvement to ensure compliance and community awareness.

*This Statement has been developed in alignment with the Child Safe Standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse and adopted by the NSW Government. It is informed by guidance from the Office of the Children's Guardian.*