



THE HIVE'S STATEMENT OF COMMITMENT to CHILD SAFE STANDARDS

At The Hive, we recognize the importance of safeguarding children, maintaining a zero-tolerance policy towards all forms of child abuse, and upholding the highest standards of child protection. We are dedicated to creating a safe and nurturing environment which promotes the physical, emotional, and psychological safety and development of each child.

We actively foster an environment that values and embraces the unique perspectives, experiences and identities of all children and their families, including Aboriginal and Torres Strait Island peoples. We believe that all children deserve to be treated equally, with respect, dignity, and kindness. We recognize the rights of children to be heard, protected, and provided with an environment which is free from harm.

To uphold these principles, we pledge to:

1. **Empower children:** We acknowledge that children are active participants in their own protection, and we empower them to openly express their thoughts, feelings and concerns. We prioritize effective communication with children, ensuring their voices are heard and their opinions considered when making decisions that effect their lives.
2. **Implement Rigorous Staff Selection Procedures:** Our staff members undergo a comprehensive screening process that includes verification of Working With Children Checks, reference checks, and relevant qualifications verification. We select employees who are dedicated, trustworthy, and committed to the well-being of children
3. **Educate Staff and Children:** We provide ongoing training and professional development opportunities to our staff members on child protection, recognizing signs of abuse, and appropriate reporting procedures. We also empower children with age-appropriate knowledge and skills to protect themselves and speak out against any form of mistreatment.
4. **Open Communication and Reporting:** We create a culture of openness and trust between staff, parents and children. All staff are aware of their legal obligations to report any concerns about child abuse and we have established processes for



reporting. We respond promptly and appropriately to all reports, conducting thorough investigations and taking necessary action in collaboration with the appropriate authorities. We engage with families through online resources, educating them on child safety and prevention.

5. **Foster Positive Relationships with Families and Community:** We promote open, positive and trusting relationships between Hive staff, children, families and school staff. Our centre maintains an open-door policy, encouraging communication and collaboration with parents, caregivers and (with appropriate permissions in place) with school staff. We value their input and involvement in the care and safety of their children.
6. **Provide a Safe Physical Environment:** We maintain a secure and well-maintained facility that meets all safety standards and regulations. We regularly assess and address potential hazards to minimize risks and promote a safe atmosphere for all children. We minimise and monitor screen-time for children, limiting and supervising access to online platforms.
7. **Maintain Adequate Supervision:** We ensure that there is appropriate adult-to-child supervision at all times. Our staff members are trained to actively supervise children, anticipate potential risks, and respond promptly to ensure their safety.
8. **Develop & Implement Robust Policies and Procedures:** We have established comprehensive policies and procedures that outline our commitment to child safety. These policies cover areas such as behaviour management, reporting protocols, confidentiality, and responding to allegations of abuse.
9. **Continuous Improvement:** We are committed to ongoing improvement in our child safety practices. We regularly evaluate our policies, procedures, and practices to identify areas for enhancement and to ensure compliance with the latest standards and guidelines.

The Hive's commitment to safety from child abuse is ongoing. We will continue to work together with staff, parents and children to prioritize the wellbeing of every child entrusted to our care and to provide a foundation for their healthy development.