

Fusion Child Safe Organisation Statement

Fusion is committed to child safety.

We want children and young people to be safe, happy and empowered.

We support and respect all children and young people, as well as the Fusion Team who deliver its programs. This is so that everyone can enjoy an open, safe and supportive environment while being involved in our programs.

We listen to children and young people, actively encouraging their participation in the broader Fusion community. We encourage honesty and trust between children and young people, their families and the Fusion Team.

We also value the support, encouragement and positive input of families into the lives of the children and young people in our programs.

We are committed to creating a safe physical and online environment in Fusion programs - buildings, homes, off-site locations and online spaces used by Fusion are adjusted or designed to increase child safety whilst also supporting healthy community and positive interactions. Natural observation, for example, decreases the opportunity and likelihood of harmful behaviour.

We take all allegations and concerns very seriously. We respond to them consistently in line with our policies and procedures. We have legal and moral obligations to contact authorities when we are worried about a child or young person's safety.

Fusion has a zero tolerance for child abuse.

Fusion believes that everyone within the Fusion community has a role to play in ensuring a safe environment for children and young people. This includes the Fusion Board and Executive Team, all other Fusion Team, parents and carers, as well as the children and young people participating in Fusion programs. Our organisation has robust human resources and recruitment practices for all of the Fusion Team.

Core to our service delivery model is encouraging Fusion Team to role model healthy relationships, attitudes and behaviour. We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

We have a code of conduct that establishes clear expectations for appropriate behaviour with children and young people, and ensure that all Team are screened and have applicable checks in place, supervised and trained in practices that reduce the risk of child abuse by new and existing personnel.

Fusion has a strong history of working with disadvantaged communities and groups and is committed to promoting cultural safety for Aboriginal children, cultural safety for children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

Fusion cooperates with relevant agencies across Australia in providing a framework for parents, communities, government and non-government agencies to work together to support children, young people and their families.

If you believe a child or young person is at immediate risk of abuse phone 000.

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Responsible person	Fusion CEO	Scheduled review date	