

### Our commitment

All children have a right to feel and be safe. Horner is committed to child safety and the wellbeing of children and young people. We aim to foster and maintain a child safe, culturally safe and child friendly organisation and community for all children and young people we have contact with, deliver services to, or are impacted by our work, where children feel safe, valued and protected. All Horner employees, contractors and volunteers are responsible for the care and protection of the children within our care and reporting information about suspected child abuse.

We have zero tolerance for child abuse, harm, racism and inequality. All allegations and safety concerns will be treated very seriously and consistently in a timely manner.

Child protection is a shared responsibility between Horner, all employees, contractors, volunteers and host employers.

We will:

- treat you with respect and behave appropriately towards you
- protect you from harm or abuse
- respect you, welcome you and not make assumptions about you.

We will:

- support you to speak up and talk about what is important to you, and listen when you do
- always listen, take you seriously and follow up if you speak up about harm or abuse (there are times when we must report harm or abuse to authorities like the Police or Child Protection)
- look out for risks to your safety and wellbeing and do what we can to reduce any risks.

We will:

- learn about, respect and support your culture and cultural background
- support your connection with your family and community
- talk with and work together with you and your family

We will:

- understand the challenges you face and support you to participate in ways that work for you
- communicate with you in ways that help you to understand and to join in
- keep learning and improving how we work with you.

Everyone working at Horner (employees, contractors and volunteers) is responsible for upholding these commitments.



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