



Community Living & Respite Services Inc. (CLRS) 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 CLRS 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 CLRS community. We encourage honesty and trust between children and young people, their families and the CLRS 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 CLRS programs – buildings, homes, off-site locations and online spaces used by CLRS 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.

CLRS has a zero tolerance for child abuse.

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



Core to our service delivery model is encouraging all of the CLRS 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 all people, and ensure that all our 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.

CLRS has a strong history of working with children with disability from 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.

CLRS cooperates with relevant agencies across Victoria and New South Wales 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.**