

Belgravia's Commitment to Child Safety



At Belgravia, child safety and wellbeing is at the heart of everything we do. We are committed to creating welcoming, inclusive and child safe environments where children and young people feel safe, respected, heard and supported to thrive.

We have zero tolerance for child abuse, neglect, exploitation and grooming. Any concern about a child or young person's safety or wellbeing is taken seriously and acted upon promptly.

We are committed to ensuring the cultural safety, inclusion and participation of all children and young people from First Nations, culturally diverse backgrounds, LGBTQIA+ or that have disability.

Our Commitment in Action

We demonstrate our commitment by:

- Empowering children and young people to have a voice and participate in decisions that affect them.
- Promoting child safety at every level of our organisation through strong leadership and accountability.
- Building respectful partnerships with families and communities to support the safety and wellbeing of children.
- Maintaining clear child safe policies, including our Safeguarding Children & Young People Code of Conduct.
- Recruiting, screening and supporting employees, volunteers and contractors who share our commitment to safeguarding children.
- Responding to all child safety concerns promptly, fairly and compassionately.
- Identifying and reducing risks through ongoing risk assessment, training and continuous improvement.
- Regularly reviewing our policies and practices to ensure they reflect best practice.

What You Can Expect

- ✓ 100% of employees complete mandatory Child Safety Training before undertaking child related duties with Belgravia.
- ✓ 100% of people engaged in child related roles undergo appropriate recruitment and a thorough screening processes.
- ✓ 100% of our swimming teachers complete Safe Hold Techniques Training prior to commencing lessons.
- ✓ Clear and accessible ways for children, families, employees and the community to raise concerns.
- ✓ 100% of every child safety concern is investigated and managed in line with our Safeguarding Children and Young People Policy and legislative requirements.
- ✓ Every staff member participates in ongoing training, discussions and reviews to strengthen our child safety culture and practices.

Safeguarding children and young people is everyone's responsibility. Together, we create environments where every child feels safe, respected, included and supported. So if you see something, hear something or are told something, please report this to one of the team at Belgravia.



Geoff Lord
Chairman & Owner
Belgravia Group