



Statement of Commitment to Child Safety

Converge International (CVI) is committed to the safety and wellbeing of all children and young people.

The provision of services to children and adolescents is an integral part of Converge International's Employee Assistance Program.

CVI is committed to the promotion of psychological health in all client persons and families by offering services of the highest quality.

CVI is committed to providing a child safe environment where children and young people are safe, feel safe and are supported in their psychological wellbeing.

CVI undertakes to comply with relevant child safety legislation across jurisdictions of operations.

CVI is committed to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

SAFETY

Child Safety Standards Policy and Procedures

CVI defines a young person as an individual under the age of 18 years and who requires consent of at least one parent/guardian (in order to counsel the young person) with the following exceptions:

- The young person presents under their own workplace EAP service and is deemed capable of informed consent.
- Where it is believed that insisting on parental consent may be counter-productive to our duty of care to the minor and the young person is deemed capable of informed consent.

CVI consultants are required, upon initial client presentation, to confirm from the client-parent whether any current custodial or guardianship orders are in place and if relevant, undertake to assess whether consent from the presenting adult is in line with legal requirements and the "other parent" is aware of the referral.

Should a consultant be aware that conflict exists between a client-parent and the other-parent in the consent to service delivery, they are to refer to the Child Safety Officer, State Operations Manager or Professional Practices Supervisor for supervision and guidance with respect to continuation of service delivery in the context of what is in the best interests, safety and wellbeing of the child.

CVI requires all personnel to participate in an initial child protection induction and update this every year. This includes induction in "Failure to Protect", "Failure to Disclose" and mandatory reporting requirements. This is reiterated at staff meetings and personal development workshops.

CVI ensures all personnel are aware of their obligation to advise CVI Child Safety Officer, Cate Page, or the management team (including State Operations Manager or Professional Practices Supervisor) of any concerns about the safety, welfare and wellbeing of children that arise during the course of their work; including any mandatory reporting and/or legislative requirements.

CVI requires all consultants working with children to be specifically trained and experienced in working with young people and be in receipt of a required and current Working With Children check.

CVI defines clear reporting guidelines for all personnel to communicate any concerns regarding children and young people.

CVI ensures communication to all children/young people and their guardian(s) of our complaints and feedback procedure should any breach of policy or standard be experienced. CVI takes all allegations, concerns and complaints seriously and has practices in place to investigate thoroughly and quickly.

CVI provides regular supervision to consultant employees to ensure they understand our organisation's commitment to child safety as well as ensuring that their behaviour towards children is safe and appropriate.