



Barca Academy Public Commitment to Child Safety and Wellbeing

At Barca Academy (**BA**), we place the safety, wellbeing and empowerment of all children at the centre of everything we do.

We have zero tolerance for child abuse, harm, racism, discrimination, and neglect, and we act immediately to protect any child who is at risk.

We commit to creating an environment where all children feel safe, strong, heard, respected, and valued in every activity, in every location, and in all online environments connected to our organisation.

Our Commitment to the Cultural Safety of Aboriginal Children

BA recognises Aboriginal children as the First Children of this land and respects their cultures, identities, strengths, and ongoing connections to Country, community, family, and kinship systems.

We commit to:

- Ensuring Aboriginal children feel safe, proud, and supported to express their culture and cultural identity
- Actively including and welcoming Aboriginal children, families, Elders, and community members
- Embedding cultural safety in our programs, spaces, decisions, and relationships
- Actively preventing racism and responding strongly to any racist behaviour or attitudes
- Challenging discriminatory language and actions and supporting those harmed by racism
- Providing staff and volunteers with guidance, training, and expectations to maintain culturally safe environments
- Partnering with Aboriginal families, community-controlled organisations, and cultural knowledge holders to strengthen child safety

We acknowledge that Aboriginal cultural safety is central to children's wellbeing, identity, and safety, and we are committed to continuous learning and improvement in this area.

Our Commitment to All Children and Young People

We will:

- Champion children's rights to safety, participation, privacy, and inclusion
- Listen to children's voices and involve them in decisions that affect them
- Welcome, value, and include children of all cultures, abilities, identities and backgrounds
- Respect and support children with diverse needs
- Provide safe environments that are free from harm, abuse, bullying, exclusion, and discrimination
- Respond to concerns quickly, respectfully, and thoroughly
- Empower families and communities to be partners in child safety
- Continuously review and improve our child safety practices



Our responsibility is shared by all

Every person involved with BA including our Board, leadership, staff, contractors, volunteers, students, and visitors is required to uphold our Child Safeguarding Children and Young People Policy, Child Safeguarding Children and Young People Code of Conduct, and all procedures relating to child safety.

We take action whenever safety concerns arise, and we encourage all children, families, and community members to speak up.

If you have a concern or need support

You can contact:

Safeguarding Lead: Jenna Emmanouel

Email: barca@newstartau.com.au

We commit to responding respectfully, promptly, and in a culturally safe way.

BA proudly commits to a child-safe, culturally safe organisation.

We will continue listening, learning, and improving because every child deserves to feel safe and thrive.

Document Control

Version	Date Approved	Approved By	Document Owner	Next Review Date	Change Summary
V1.0	2 February 2026	Director	Safeguarding Lead	2 February 2027	Initial release