


# Statement of Commitment to the Safety and Wellbeing of Vulnerable People

Afford is committed to the protection and promotion of the human rights for all, in alignment with the United Nations Convention on the Rights of the Child (UNCRC) and the Convention on the Rights of Persons with Disabilities (CRPD)". We aim for people with a disability to be safe and empowered to live quality lives. Afford is committed to raising the profile of people with a disability to advocate for their own rights.

We are committed to the delivery of services that:

- support the goals of the person with disability.
- seek to improve an individual's quality of life.
- listen to the voices of people with disability
- follow the Affords safeguarding framework so they are free from Violence, Abuse, Neglect and Exploitation (VANE).
- employ supported decision making.
- are culturally safe, promoting the wellbeing of children and adults from Aboriginal and Torres Strait Islander and culturally and/or linguistically diverse backgrounds, with a specific commitment to the safety and wellbeing of Aboriginal and Torres Strait Islander children through adherence to the Universal Principles for Aboriginal and Torres Strait Islander Safety. Promote the wellbeing of children.
- are based on respect regardless of gender, sexuality, disability, race, age, or cultural background.
- work proactively to reduce incidents and where they occur investigate and allocate corrective actions.
- promote the independence of person with disability and their support networks to self-advocate.
- have clear professional boundaries set for the behaviour of all staff, stakeholders, and clients, with a clearly stated zero tolerance of grooming, abuse, or neglect.
- have high quality recruitment strategies, supervision and ongoing training and education for staff.

Afford is committed to working in partnership with people with disability that choose our services, and with the wider community to ensure the safety and wellbeing of people with a disability.



As part of that commitment Afford works to ensure that children and young people with a disability are safe within the services it provides. The responsibility for the development of the strategic approach is held by the Chief Operations Officer and the responsibility to implement the strategy is held by all Afford employees.

Afford's child and risk management strategy is not held as a single document but rather is incorporated into all the frameworks, policies, and procedures at Afford.

These include but are not limited to:

- Code of conduct
- Violence abuse neglect exploitation and discrimination Policy
- Reportable incident procedure
- Holistic health management suite
- Emergency response and crisis management
- Infection control
- Human rights policy suite
- Reconciliation Action Plan (RAP)
- Media policy
- IT policy suite
- Workplace health and safety suite
- Behaviour support policy, procedure, and capability framework
- Incident management suite
- Restrictive practices procedures
- Privacy policy
- Employment Screening Policy and Procedure.
- Performance development policy
- Feedback and complaints policy
- Risk management suite
- Learning and development suite