



Melbourne Debating Academy Statement of Commitment to Child Safety

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Our pledge to Child Safety

The Melbourne Debating Academy is unwavering in our commitment to ensuring the safety, well-being, and empowerment of every child participating in our programs. This Statement of Commitment reflects our dedication to fostering a secure and nurturing environment, guided by our comprehensive Child Safety Policy and Code of Conduct: Child Safety.

Our Core Values

Our commitment to Child Safety is rooted in our core values of respect, inclusivity, and responsibility. We believe in treating every participant with dignity and kindness, fostering an atmosphere where diverse voices are not only heard but valued. Our responsibility extends beyond the realms of debate, emphasising the paramount importance of ensuring a safe and supportive space for all.

The Academy has zero tolerance for any child abuse, exploitation and/ or misconduct and will work with all parties necessary to ensure the safety of children and the protection of their interests in engaging with our organisation.

Legal Responsibilities

The Academy takes all its legal responsibilities regarding Child Safety very seriously. Our Child Safety Policy comprehensively sets out the duty of adults to protect children, report suspicions of or known child abuse/ exploitation and/ or misconduct and take all reasonable actions to uphold their duty of care to participants and other adults.

These duties and responsibilities are comprehensively set out in the Academy's Child Safety Policy.

Participant Expectations

Participants are expected to embrace these values by respecting others, reporting any concerns promptly, following instructions to ensure safety, and engaging in debates with respect and consideration for others. This collaborative approach creates an environment where every child can feel secure, heard, and supported.



Adult Responsibilities

We recognise the pivotal role that adults play in creating a safe space for children. Adults in and adjacent to the Academy must always prioritise Child Safety by modelling appropriate behaviour, and promptly reporting any suspicions of child abuse, exploitation, and/ or misconduct. Adherence to our Code of Conduct: Child Safety is crucial, emphasising the necessity to maintain respectful relationships, listen to children, and uphold privacy, inter alia.

Staff Commitment

Our Staff are integral to the realisation of our commitment to Child Safety. With an in-depth knowledge of our policies, a steadfast commitment to Child Safety, and compliance with Working with Children Check requirements, our Staff actively promote a secure and inclusive environment. Moreover, mandatory reporting obligations underscore our dedication to swiftly addressing any concerns related to Child Safety.

All Staff are required to agree to and comply with the Academy's Child Safety Policy and Code of Conduct: Child Safety at all times, which includes their duty to obtain and maintain a Working with Children Check and report known or suspected abuse/ exploitation and/ or misconduct involving a child.

Risk Management

We prioritise the thorough and proactive assessment and elimination/ mitigation of risks in all our activities, events, and operations. Collaboration with stakeholders, responsive reviews in the face of incidents, and the maintenance of a risk management register showcase our proactive approach to risk management.

The Academy has robust frameworks, strategies, and procedures for dealing with risk to ensure that children and young adults are always safe.

Content Management

Our commitment extends to the content we provide, ensuring age-appropriate and intentionally inclusive debate motions. Consideration for students from vulnerable backgrounds is at the forefront of our content preparation, fostering equal participation and engagement.



Reporting and Handling of Incidents

Prompt reporting of any allegations or suspicions of child abuse, exploitation and/or misconduct is paramount. Confidential handling of reports, redaction of personal information, and adherence to legal requirements demonstrate our commitment to protecting the privacy and well-being of individuals, particularly children and young adults, involved.

Complaints Handling

We are dedicated to a fair and transparent process for handling complaints. This includes a commitment to the timely resolution of issues, protection of the rights of involved parties, and continuous improvement based on feedback from the complaints resolution process.

Privacy Protection

Our commitment to privacy is evident in our rigorous adherence to legal obligations, secure data storage, and responsible data-sharing practices. Personal information is treated with the utmost confidentiality and care, respecting the rights and privacy of our Staff, clients, and participants.

Continuous Improvement

We pledge to continuously learn and improve from each experience. Regular policy reviews, collaboration with stakeholders, and a commitment to proactive and vigilant Child Safety measures underscore our dedication to creating a safer environment for all.

In signing this Statement of Commitment, the Melbourne Debating Academy reaffirms its dedication to the highest standards of Child Safety. We acknowledge our responsibilities under relevant legislation and pledge to uphold these commitments with integrity and transparency.

Sebastian Nugara

Founder, Managing Director | Melbourne Debating Academy