

# bright



## Human Rights Statement

Bright Now is a not for profit Australian public benevolent institution and registered charity providing high quality therapeutic care and support for children and young people in out of home care. We are a Child Safe Organisation.

We are committed to supporting human rights for the children and young people in our care, for our employees and for all people in the community. We stand strongly against all forms of modern slavery.

Bright Now is governed by our Board of directors and managed by our Executive Leadership Team. We work within the Newcastle, Lake Macquarie and Hunter region on Awabakal and Worimi land and will continue to recognise the traditional custodians of the land as and when our work locations change. As a Child Safe Organisation, we undertake thorough probity checks to ensure our team is comprised of people who are best placed to work with, and uphold the human rights of, the children and young people in our care. We acknowledge that Australia is a diverse society and are continually working to provide a safe and inclusive work environment for our employees. We commit to investigating grievances and do not condone any adverse treatment towards people who report grievances.

Bright Now is a new organisation, and as such, is in the process of developing and refining new policies, practices and systems that allow us to achieve our purpose of empowering young people to believe their futures can be bright through enriched experiences, individualised support, closer connections, tailored services and a belief that from now things will be brighter. Our commitment to human rights, including children's rights and the rights of Indigenous peoples, is reflected in our decision making and actions and evidenced through our current ongoing work to:

- Implement our new Child Rights and Diversity & Inclusion policies
- Increase our capacity to provide culturally appropriate services for Aboriginal and Torres Strait Islander children
- Strengthen our cultural support planning capability
- Expand on our communication with children and young people about their human rights
- Develop and implement new grievances, whistleblowing, discrimination, bullying and harassment and conduct policies (including social media behaviour)
- Continue to engage in continuous quality improvement activities, including audit, to uphold the NSW Child Safe Standards on Permanent Care and the NSW Charter of Rights of Children and Young People in Out-of-Home Care
- Review our protection of personal information

We continue to look for ways to further incorporate human rights into our work and welcome feedback and suggestions.

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