



Cultural and Child Safety Commitment Statement

TwistarZ Gymnastics Academy is committed to providing a culturally safe environment where all individuals—including staff, volunteers, clients, children and community members—feel respected, valued, and empowered.

Our Vision

We recognise, respect, and celebrate the diverse cultures, identities, and experiences of all people. We are dedicated to creating an environment free from discrimination, bullying, and harassment, where everyone feels safe to be themselves.

Commitment to Aboriginal and Torres Strait Islander Peoples

We particularly acknowledge Aboriginal and Torres Strait Islander peoples as the First Nations People of Australia and Traditional Custodians of the land on which we work. We recognize the ongoing impacts of systemic discrimination and are committed to upholding the cultural rights of Aboriginal and Torres Strait Islander children and adults.

- We will ensure our services are welcoming, safe, and culturally appropriate.
- We respect the vital importance of connection to Country, kin, and community.
- We are committed to listening to, and learning from, First Nations voices.

Our Actions

To ensure a culturally safe environment, **TwistarZ Gymnastics Academy** will:

- **Embed Cultural Safety:** Implement policies and procedures that actively foster inclusion and respect.
- **Educate and Train:** Provide regular training on cultural and child safety, awareness, and responsiveness for all staff and volunteers.
- **Prevent Discrimination:** Maintain a zero-tolerance approach to racism and discrimination in all forms.
- **Foster Inclusion:** Actively promote the participation and inclusion of individuals from diverse cultural and linguistic backgrounds.
- **Review and Improve:** Regularly monitor and review our practices, seeking feedback from our community to ensure continuous improvement.

Accountability

Safety is a shared responsibility at Twistarz Gymnastics Academy. All staff; contractors; and volunteers are expected to uphold this commitment and adhere to our Child and Cultural Safety policies.

Signed: 
Emma McComb, Director and CEO
1 April 2026
