



2024+

Child and Youth Safe Organisations Framework Calendar

“
As kids we all remember that person who was our role model. We’ve all got the capability to do that for a child. We all want kids to succeed.
”

— From a victim-survivor of child sexual abuse in a Tasmanian institution.

Introducing the Child and Youth Safe Standards and the Universal Principle for Aboriginal Cultural Safety

Standard 1: Child safety and wellbeing is embedded in organisational leadership, governance and culture.

This means: All people in the organisation care about children and young people's safety and wellbeing above everything else, and make sure they act that way and lead others to act that way.

Standard 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.

This means: Children and young people are told about their human rights, have a say in decisions and are taken seriously.

Standard 3: Families, carers, and communities are informed and involved in promoting child safety and wellbeing.

This means: Families, carers, and communities know about and are involved in the organisation's child and safety and wellbeing activities.

Standard 4: Equity is upheld and diverse needs respected in policy and practice.

This means: The rights of every child and young person are being met, and children and young people are treated with dignity, respect and fairness.

Standard 5: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

This means: People working with children and young people are safe to work with children and young people and are respectful of them. They are taught how to keep children safe and well.

Standard 6: Processes to respond to complaints and concerns are child focused.

This means: Children, young people, families, carers, staff and volunteers are listened to and can share problems and concerns.

Standard 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

This means: Staff and volunteers keep learning all the time so they know how to keep children and young people safe and well.

Standard 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

This means: Children and young people are safe in online and physical spaces.

Standard 9: Implementation of the Child and Youth Safe Standards is regularly reviewed and improved.

This means: The organisation keeps reviewing and improving its child safety and wellbeing practices.

Standard 10: Policies and procedures document how the organisation is safe for children and young people.

This means: The organisation writes down how it keeps children and young people safe and well, and makes sure that everyone can see these documents.

The Universal Principle:

Applies across all 10 Child and Youth Safe Standards.

This means:

Organisations must provide an environment that ensures Aboriginal and Torres Strait Islander children's right to cultural safety is respected.

JANUARY

2024

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 NEW YEAR'S DAY NATIONAL PUBLIC HOLIDAY	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26 AUSTRALIA DAY NATIONAL PUBLIC HOLIDAY	27	28
	29	30	31				



Do members of our organisation know about the Child and Youth Safe Organisations Framework?

Do our staff and/or volunteers know about the Child and Youth Safe Standards and the Universal Principle for Aboriginal Cultural Safety?

Which Child and Youth Safe Standards does our organisation currently do well?

Which Child and Youth Safe Standards could our organisation get better at?



Department of Justice

The Universal Principle for Aboriginal Cultural Safety

Cultural safety can be understood as an environment or relationship where Aboriginal and Torres Strait Islander children and young people feel safe to be themselves, their Aboriginality is respected, and their sense of self and identity is nurtured and encouraged. The Final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse highlighted Aboriginal children are at higher risk of abuse within institutions due to the ongoing impacts of colonisation. Research for the Royal Commission also found Aboriginal children's connection to culture is a protective factor for their wellbeing, as it strengthens their sense of identity, self-esteem and attachments.

An organisation that is culturally safe will be a place that gives Aboriginal children a positive message about their Aboriginality, and the Aboriginal community to which they belong. In putting each of the Child and Youth Safe Standards into practice, organisations must also give effect to the Universal Principle for Aboriginal Cultural Safety. The Universal Principle says organisations must provide an environment that ensures the right to Cultural Safety of Aboriginal or Torres Strait Islander children and young people is respected.

'I feel safe and connected to my culture ...'

- When I hear the birds singing.
- When I'm fishing.
- When I'm dancing in the sand circle.
- When I'm by the water, I like the sounds.
- When I see a Black Cockatoo.
- When I'm with my family.
- When I'm hearing stories of my people.
- When I hear the fire crackling.
- When I'm walking through the bush and I can hear cicada.
- When you taste bush tucker.
- When I'm painting.
- When I feel the wind.

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

FEBRUARY

			1	2	3	4
5	6	7	8	9	10	11
12 ROYAL HOBART REGATTA REGIONAL PUBLIC HOLIDAY	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

2024



Do Aboriginal and Torres Strait Islander children and young people feel safe to be themselves within our organisation?

Does the organisation give Aboriginal and Torres Strait Islander children and young people positive messages about their Aboriginality, and the Aboriginal community to which they belong?

Has our organisation made a public commitment to cultural safety?

Do Aboriginal and Torres Strait Islander children and young people contribute to conversations, provide input and determine the presence or absence of cultural safety?



Department of Justice

Standard 1:

Child safety and wellbeing is embedded in organisational leadership, governance and culture



The organisation publicly demonstrates a commitment to cultural safety, and embeds cultural safety into governance structures and strategic planning.



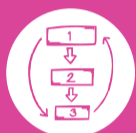
A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.



The organisation makes a public commitment to child and youth safety.



Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.



A child and youth safe culture is championed and modelled at all levels of the organisation from the top down and the bottom up.



All staff and volunteers understand their obligations on information sharing and record keeping.



Governance arrangements facilitate implementation of the organisation's child safety and wellbeing policy at all levels.

MARCH

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1	2	3
4	5 KING ISLAND SHOW REGIONAL PUBLIC HOLIDAY	6	7	8 INTERNATIONAL WOMEN'S DAY	9	10
11 EIGHT HOURS DAY NATIONAL PUBLIC HOLIDAY	12	13	14	15	16	17
18	19	20	21 INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION	22	23	24
25	26	27	28	29 GOOD FRIDAY NATIONAL PUBLIC HOLIDAY	30	31 EASTER SUNDAY

2024



Has our organisation made a public commitment to child and youth safety? Is it accessible — for example, captured in a poster that is displayed in the reception area?

How does our organisation champion Aboriginal cultural safety in our work?

Does our organisation have a clear, accessible, and specific Code of Conduct that speaks to how staff and/or volunteers must behave towards children and young people?

What child safety-related policies, procedures and/or practices does our organisation already have in place that we could build upon?



Department of
Justice

Standard 2:

Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously



Aboriginal children understand their cultural rights and feel safe to practise their culture.



Where relevant to the setting or context, children and young people may be offered access to sexual abuse prevention programs and to relevant related information in an appropriate way.



Children and young people are informed about all their rights, including to safety, information and participation.



Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children and young people to express their views, participate in decision-making and raise their concerns.



The importance of healthy friendships is recognised and support from peers is encouraged, to help children and young people feel safe and be less isolated.



Organisations have strategies in place to develop a culture that facilitates participation and is responsive to the input of children and young people.

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

APRIL

1	2	3	4	5	6	7
EASTER MONDAY NATIONAL PUBLIC HOLIDAY	EASTER TUESDAY PUBLIC SECTOR HOLIDAY					
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
			ANZAC DAY NATIONAL PUBLIC HOLIDAY			
29	30					

2024



What opportunities do we offer children and young people to participate in decisions affecting them?

How do we actively support children and young people to develop and sustain healthy friendships?

How do we include children and young people of all ages, abilities and cultural backgrounds?

How are children and young people supported to develop the skills to understand their feelings so they can describe them to adults?

Standard 3: Families and communities are informed and involved in promoting child safety and wellbeing



The organisation provides cultural safety by prioritising Aboriginal self-determination.



Families, carers and communities have a say in the development and review of the organisation's policies and practices.



Families and carers participate in decisions affecting their child where appropriate.



Families, carers and the community are informed about the organisation's operations and governance.



The organisation engages and openly communicates with families, carers and the community about its child safe approach and relevant information is accessible.

MAY

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

		1	2	3 AGFEST REGIONAL PUBLIC HOLIDAY	4	5
6	7	8	9	10	11	12 MOTHER'S DAY
13	14	15 INTERNATIONAL DAY OF FAMILIES	16	17	18	19
20	21	22	23	24	25	26 NATIONAL SORRY DAY
27	28	29	30	31		
NATIONAL RECONCILIATION WEEK: 27 MAY - 3 JUNE						

2024



How do families, carers, and communities know who our organisation's leader is?

How does our organisation currently provide information about child and youth safety to families, carers, and community members? For example, emails, parent's evenings, notice boards.

Are child safe policies and procedures made available to families, carers and community members?

Have we asked Aboriginal families, carers, and community members connected to our organisation how they would like to be kept informed and involved in promoting child and youth safety?



Department of
Justice

Standard 4: Equity is upheld and diverse needs respected in policy and practice



The organisation understands the needs of Aboriginal children, and policies and practices of the organisation are responsive to inequities.



Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible and in ways they understand.



The organisation pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds, those who are unable to live at home, and LGBTQIA+ children and young people.



The organisation, including all staff and volunteers understand children and young people's diverse circumstances, and provides support and responses to those who are vulnerable.

JUNE

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

					1	2
					NATIONAL RECONCILIATION WEEK: 27 MAY - 3 JUNE GLOBAL DAY OF PARENTS	
3	4	5	6	7	8	9
	INTERNATIONAL DAY OF INNOCENT CHILDREN VICTIMS OF AGGRESSION					
10	11	12	13	14	15	16
KING'S BIRTHDAY NATIONAL PUBLIC HOLIDAY						
17	18	19	20	21	22	23
24	25	26	27	28	29	30

2024



Does our organisation have a list of useful services to support staff and/or volunteers to access information about responding to the diverse needs of children and young people?

How does our organisation encourage children and young people to have positive discussions about diversity?

Do posters and other documents in our organisational environment include images that portray cultural diversity?

How do leaders set clear expectations around achieving equity and respect for diversity?



Department of
Justice

Standard 5:

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice



The organisation employs Aboriginal staff or meaningfully involves Aboriginal people in recruitment processes to increase cultural safety for Aboriginal children.



All staff and volunteers receive an appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.



Recruitment, including advertising, referee checks and worker pre-employment screening, emphasise child safety and wellbeing.



Ongoing supervision and people management is focused on child safety and wellbeing.



Relevant staff and volunteers have current working with children checks or equivalent background checks.

JULY

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	2	3	4	5	6	7
NAIDOC WEEK: 1 - 7 JULY						
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

2024



Do all relevant staff and/or volunteers have verified and current Registrations to Work With Vulnerable People status?

How does our induction process explain our organisation's commitment to child and youth safety?

How does our induction process help our staff and/or volunteers understand their obligations to keep children safe?

How do we supervise and support our staff and/or volunteers to encourage child and youth safe practices?



Department of Justice

Standard 6: Processes to respond to complaints and concerns are child focused



The organisation has meaningful processes that encourage and support Aboriginal children to raise complaints and concerns that are related to their safety.



Complaints are taken seriously, and responded to promptly and thoroughly.



The organisation has an accessible, child-focused complaint handling policy which clearly outlines the roles and responsibilities of leadership and all staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.



The organisation has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting and co-operates with law enforcement.



Effective complaint handling processes are understood by children and young people, families and carers, staff and volunteers, and are culturally safe.



Reporting, privacy and employment law obligations are met.

AUGUST

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

				1	2	3	4
5	6	7	8	9	10	11	
12	13	14	15	16	17	18	
INTERNATIONAL YOUTH DAY							
19	20	21	22	23	24	25	
26	27	28	29	30	31		

2024



Do we have a documented complaints process that is accessible to all staff and/or volunteers, as well as children, young people, families and communities?

Is our organisation's complaint handling process publicly available and accessible?

Are children and young people aware of external reporting bodies and who to go to in our organisation if they want to make a complaint or raise a concern?

How do we record and ensure confidentiality (where appropriate) of complaints about child abuse or any other incidents?



Department of Justice

Standard 7:

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training



Staff and volunteers' knowledge of Aboriginal history and the ongoing impacts of colonisation and intergenerational trauma on the Aboriginal community is reflected in their practice.



Staff and volunteers receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.



Staff and volunteers are trained and supported to effectively implement the organisation's Child Safety and Wellbeing Policy.



Staff and volunteers receive training and information on how to build culturally safe environments for children and young people.



Staff and volunteers receive training and information to recognise indicators of child harm including harm caused by other children and young people.

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

SEPTEMBER

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 FATHER'S DAY
2	3	4	5	6	7	8
NATIONAL CHILD PROTECTION WEEK: 1 - 7 NOVEMBER						
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

2024



Are staff and/or volunteers confident in asking for help and advice?

Do our staff and/or volunteers have access training in child and youth safety, including how to identify signs a child may be experiencing abuse?

Do our staff and/or volunteers understand what cultural safety means in our organisation?

Do staff and/or volunteers understand what amounts to reportable conduct under the Reportable Conduct Scheme and who to go to if they have a concern?

Standard 8:

Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed



The organisation's physical and online environments show respect for Aboriginal people.



Risk management plans consider risks posed by organisational settings, activities and the physical environment.



Staff and volunteers identify and mitigate risks in the online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.



Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.



The online environment is used in accordance with the organisation's Code of Conduct and Child Safety and Wellbeing Policy and practices.

OCTOBER

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1	2	3	4 BURNIE SHOW REGIONAL PUBLIC HOLIDAY	5	6
7	8	9	10 ROYAL LAUNCESTON SHOW REGIONAL PUBLIC HOLIDAY	11 INTERNATIONAL DAY OF THE GIRL CHILD	12	13
14	15	16	17	18 FLINDERS ISLAND SHOW REGIONAL PUBLIC HOLIDAY	19	20
21	22	23 CHILDREN'S DAY (NATIONAL)	24 ROYAL HOBART SHOW REGIONAL PUBLIC HOLIDAY	25	26	27
28	29	30	31			

2024



How do we assess and manage risks in our organisation's physical and online environments?

How do we consult with children and young people about their views of safety in our organisation's physical and online environments?

How do we balance privacy with the need to provide a safe environment for children?

How is the safety of LGBTQIA+ children and young people prioritised in our organisation's physical and online environment?

Standard 9: Implementation of the Child and Youth Safe Standards is regularly reviewed and improved

	<p>The organisation acknowledges that cultural safety is a journey of understanding and truth-telling.</p>		<p>Complaints, concerns and safety incidents are analysed to identify causes and systemic failures so as to inform continuous improvement.</p>
	<p>The organisation regularly reviews, evaluates and improves child and youth safe practices.</p>		<p>The organisation reports on the findings of relevant reviews to staff and volunteers, community, families and carers and children and young people.</p>



MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

NOVEMBER

					1	2	3
4	5	6	7	8	9	10	
RECREATION DAY REGIONAL PUBLIC HOLIDAY							
11	12	13	14	15	16	17	
REMEMBRANCE DAY							
18	19	20	21	22	23	24	
WORLD DAY FOR THE PREVENTION OF AND HEALING FROM CHILD SEXUAL EXPLOITATION, ABUSE AND VIOLENCE		WORLD CHILDREN'S DAY					
25	26	27	28	29	30		
				DEVONPORT SHOW REGIONAL PUBLIC HOLIDAY			

2024



Do our policies and procedures about child and youth safety have built-in review dates and processes for review?

What is working well in our current child and youth safe practices and systems?

How can our organisation stay up to date with current knowledge of child and youth safe practices?

How can we make sure that children and young people are actively involved in the review process?

Standard 10: Policies and procedures document how the organisation is safe for children and young people



Policies and procedures address all 10 Child and Youth Safe Standards, and the Universal Principle for Aboriginal Cultural Safety is included.



Leaders champion and model compliance with policies and procedures.



Policies and procedures are documented and easy to understand.



Staff and volunteers understand and implement policies and procedures.



Best practice models and stakeholder consultation informs the development of policies and procedures.

DECEMBER

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1
2	3 INTERNATIONAL DAY OF PEOPLE WITH DISABILITY	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25 CHRISTMAS DAY NATIONAL PUBLIC HOLIDAY	26 BOXING DAY NATIONAL PUBLIC HOLIDAY	27	28	29
30	31					

2024



How does our organisation measure if staff and/or volunteers understand our child and youth safety policies and procedures?

How do our leaders champion a culture of compliance with our child and youth safe policies and procedures?

What happens if our child and youth safety policies and procedures are not followed?

Do our child and youth safety policies address accessibility, antidiscrimination, cultural safety, diversity and inclusion?

About this calendar

The Child and Youth Safe Standards are 10 principles that outline how an organisation can develop a culture with child safety and wellbeing at its centre.

The Child and Youth Safe Standards are 10 principles that:

- promote the safety and wellbeing of children and young people
- prevent abuse and harm to children and young people
- create a benchmark that organisations that engage with children and young people need to meet
- ensure organisations that engage with children and young people embed strategies in their day-to-day practice to realise these things.

The Child and Youth Safe Standards are complemented by the Reportable Conduct Scheme as an element of the Child and Youth Safe Organisations Framework.

In putting all 10 Standards into practice, organisations must also give effect to something called the Universal Principle for Aboriginal Cultural Safety.

More organisations will have to comply with the Child and Youth Safe Standards than the Reportable Conduct Scheme.

The Independent Regulator will support organisations to comply with the Child and Youth Safe Standards and monitor compliance under the Child and Youth Safe Organisations Framework.

Go to www.justice.tas.gov.au/carcru/resources to access resources to assist your organisation to implement the Standards.

Author details:

Department of Justice
Child Abuse Royal Commission Response Unit
Email: cysof@justice.tas.gov.au
Visit: justice.tas.gov.au/carcru

Support services:

We encourage anyone affected by, or with concerns about, child sexual abuse or other types of child abuse to access advice and support.

Services can be found at: <https://www.justice.tas.gov.au/carcru/support>

Note about days of significance: This calendar includes public holidays in line with the Statutory Holidays Act 2000 and UN global days calendar. It is acknowledged that 26 January (being the anniversary of the 1788 landing of the First Fleet) elicits reflection on the impacts of colonisation and dispossession of Aboriginal peoples. Whilst all care has been given to including relevant days, those noted may not be inclusive.

Version:

The information in Interim compliance guidance for organisations is current as at October 2023
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Acknowledgements:

We acknowledge and thank the Tasmanian Aboriginal Centre for contributing their expertise to the development of the Universal Principle and compliance indicators, to support Aboriginal children and young people's right to grow up in a safe and nurturing environment with connections to community, culture, and identity.

We also sincerely thank the Tasmanian Aboriginal Centre's youth group who created an artwork in October 2023 that represents what their culture means to them from which elements have been taken and featured in this document.

This guidance also includes information that originally appeared in resources developed by other jurisdictions, namely:

- The Victorian Commission for Children and Young People's resources, *A guide for creating a Child Safe Organisation* and *Short guide to the Child Safe Standards*
- The NSW Office of the Children's Guardian resource, *A guide to the Child Safe Standards*
- Information about the National Principles for Child Safe Organisations developed by the Australian Human Rights Commission.

We thank the Victorian Commission for Children and Young People and the NSW Office of the Children's Guardian for their permission to reproduce this information.

Terminology:

We acknowledge every person has the right to define their identity. Some people prefer to use, and be referred to as 'victim-survivor', or one of either of those two terms. We also acknowledge some people may not wish to use, or be referred to by either of those terms. This document refers to Aboriginal and Torres Strait Islander peoples. In some instances, the term Aboriginal is intended to include Torres Strait Islander people.

Other uses:

Enquiries regarding the use of this document are welcome via cysof@justice.tas.gov.au

This interim compliance guidance has been developed by the Department of Justice in consultation with local subject matter experts and interstate counterparts. It is to be taken as interim guidance only, published to help organisations begin the process of complying with the Child and Youth Safe Standards and Universal Principle for Aboriginal Cultural Safety, and will be followed by formal compliance guidance from the Independent Regulator of the Child and Youth Safe Organisations Framework. While this guidance references elements of the Child and Youth Safe Organisations Act 2023, it is not intended to replicate the entirety of the legislation or replace independent legal advice. No responsibility is accepted for any errors or omissions it may contain. For precision, reference should be made to the Act.