

The Child and Youth Safe Organisations Framework

Introductory session | Monday 25 September 2023

Acknowledgement of Country

Acknowledgement of Lived Experience

Before we begin

- We recognise the subject of child and youth safety in institutional settings may cause distress.
- If at any time you feel that you need to step away, please do so.
- Support services are listed in the chat and on our website:
www.justice.tas.gov.au/carcru/support

Housekeeping

- This webinar **won't** be live recorded, but we **will** share slides and an on-demand copy.
- Please stay muted to ensure audio is clear for participants.
- We'll be using polls to make today's forum interactive.
- We'll do our best to answer questions in the chat during the meeting, but can also follow up afterwards.

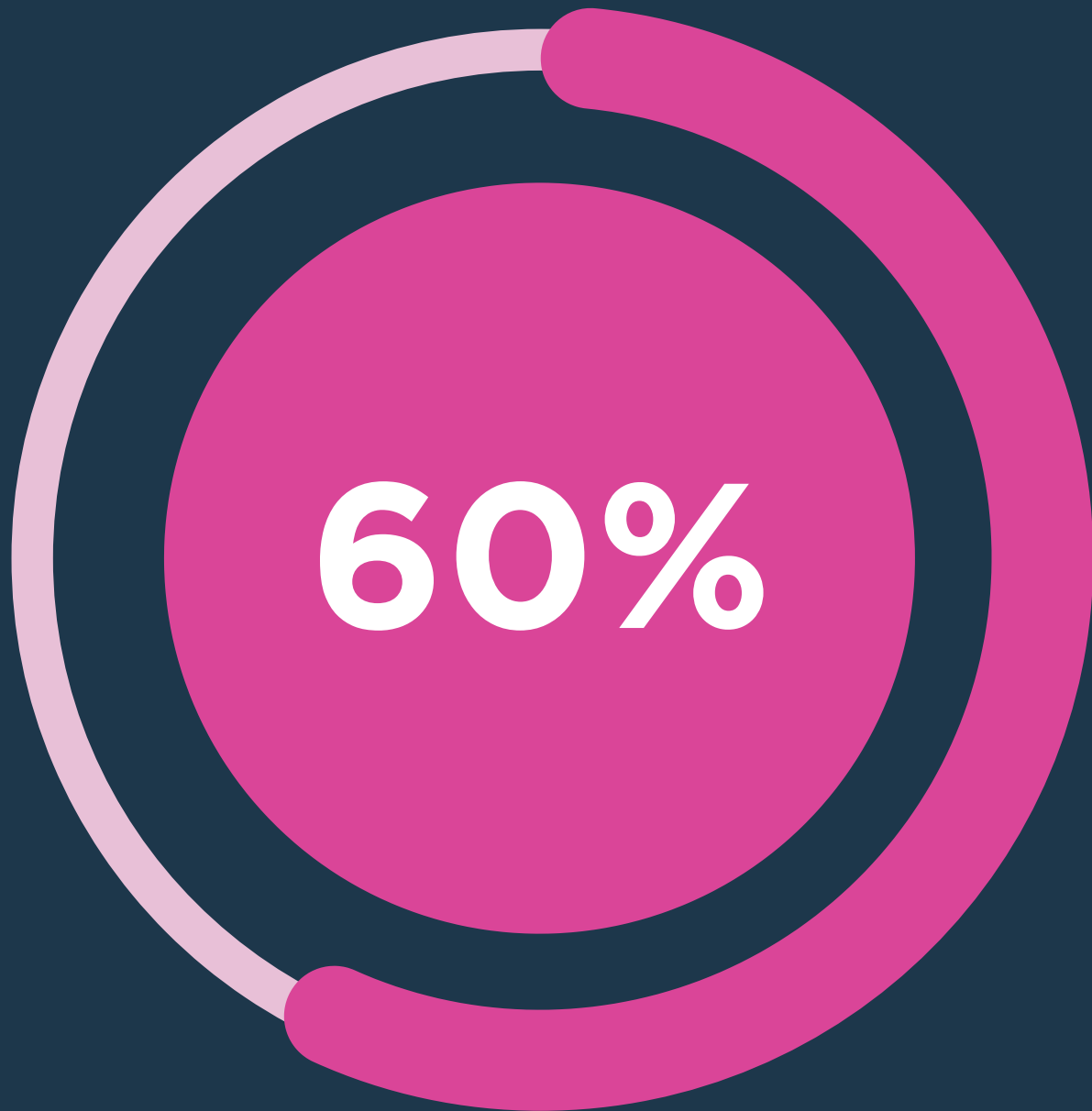
Questions we'll answer today

- What **is** the Child and Youth Safe Organisations Framework?
- Where did the **idea** of the Framework come from?
- Why do we **need** the Framework?
- **Who** does the Framework apply to?
- What are the **Child and Youth Safe Standards**?
- What is the **Reportable Conduct Scheme**?
- What **resources** are available to help me prepare to comply?
- How do I **build on** what I've learnt today?

What we **can't** speak to today

- Specific and/or formal compliance advice
- Legal advice
- An in-depth grasp of your organisation and how it operates

What you told us in the pre-session survey



of respondents said they **know nothing** or have a **vague understanding** of the Framework.



What is the Framework?

Where did the Framework come from?

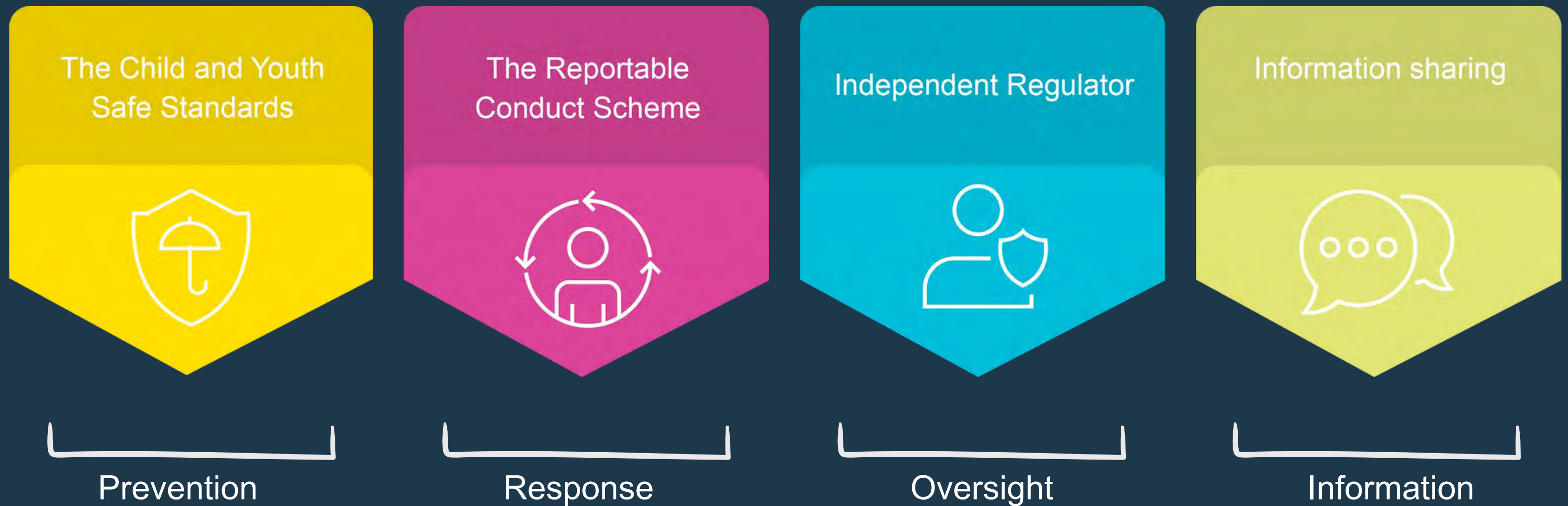


(A) child safe institution (is) one that **consciously and systematically**:

- creates conditions that reduce the likelihood of harm to children
- responds appropriately to disclosures, allegations or suspicions of harm.
- creates conditions that increase the likelihood of identifying and reporting harm.



What is the Framework?





**Who does the Framework
apply to, and why do we
need it?**

Who does the Framework apply to?



Accommodation services



Faith-based organisations



Childcare and commercial babysitting



Justice and detention services



Education services



Child protection services and out-of-home care



Health services



Disability services



Tasmanian Government and Local Government



Clubs and association with significant child and youth membership



Government House



Coaching and tuition services



Tasmanian Parliament



The Child and Youth Safe Standards



The Reportable Conduct Scheme



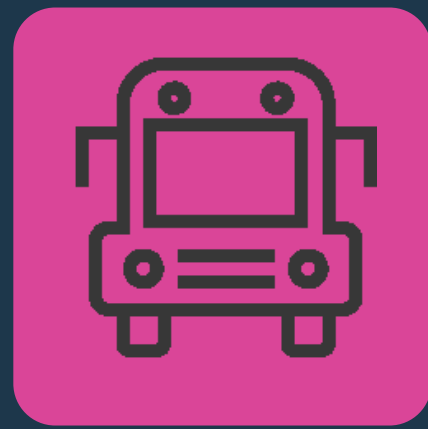
Who does the Framework apply to?



Neighbourhood
Houses



Commercial
services



Transport
services



Why do we need a Framework?

Prevalence

40

per cent of young people in Australia have experienced more than one type of abuse.

The Australian Child Maltreatment Study

Why do we need a Framework?

Outcomes



- increased reporting of allegations of child abuse and child-related misconduct to authorities
- improved responses to allegations of abuse with a lift in the standard of investigations in many organisations
- poor responses by organisations to sexual misconduct and grooming allegations that we see are starting to improve through focused oversight (and) guidance
- better information being provided to Victoria's Working With Children Check scheme

The Child and Youth Safe Standards and Universal Principle

What are the Child and Youth Safe Standards and Universal Principle?

- The Child and Youth Safe Standards are 10 principles organisations must follow to uphold the wellbeing and safety of children they engage with.
- The Universal Principle requires organisations to create an environment that ensures the right to cultural safety for Aboriginal and Torres Strait Islander children and young people is respected.

What are the Child and Youth Safe Standards and Universal Principle?

Standard 1

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

What are the Child and Youth Safe Standards and Universal Principle?

Standard 2

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

What are the Child and Youth Safe Standards and Universal Principle?

Standard 3

Families and communities are informed and involved in promoting child safety and wellbeing.

What are the Child and Youth Safe Standards and Universal Principle?

Standard 4

Equity is upheld and diverse needs respected in policy and practice.

What are the Child and Youth Safe Standards and Universal Principle?

Standard 5

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

What are the Child and Youth Safe Standards and Universal Principle?

Standard 6

Processes to respond to complaints and concerns are child focused.

What are the Child and Youth Safe Standards and Universal Principle?

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.

What are the Child and Youth Safe Standards and Universal Principle?

Standard 8

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

What are the Child and Youth Safe Standards and Universal Principle?

Standard 9

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

What are the Child and Youth Safe Standards and Universal Principle?

Standard 10

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

Quiz time

The Child and Youth Safe Standards

Universal Principle

Organisations must provide an environment that ensures that the right to Cultural Safety of Aboriginal or Torres Strait Islander children is respected.

Standard 1

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

Standard 2

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

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Standard 10

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

What guidance will be available for Tasmanian organisations?

- Interim Compliance Guidance is on track for publication in the near future
- Draws from existing guides in NSW and Victoria
- Developed in consultation with local subject matter experts
- To be followed by formal compliance guidance from the Independent Regulator

COMING
SOON

Interim compliance guidance for organisations

Interim compliance guidance for Tasmania's
Child and Youth Safe Standards and Universal
Principle for Aboriginal Cultural Safety

Department of Justice



What can I do **now** to prepare to comply with the Standards and Universal Principle?

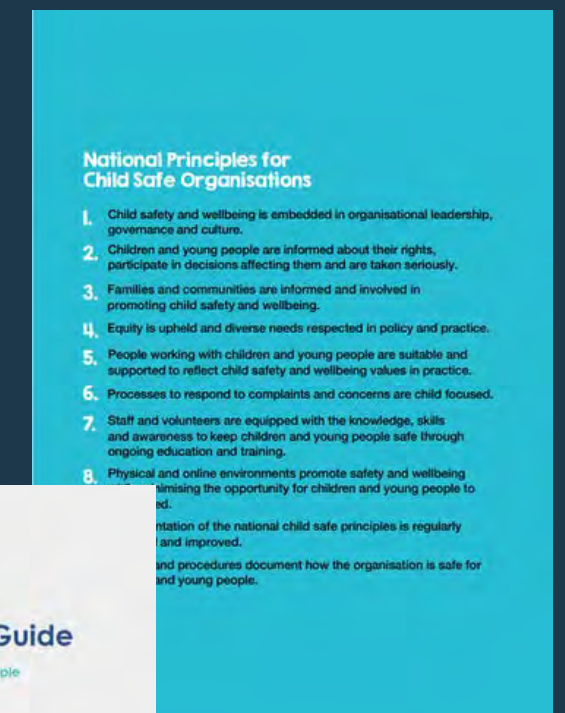
Think about what you're already doing and what you want to get better at.



What can I do now to prepare to comply with the Standards and Universal Principle?

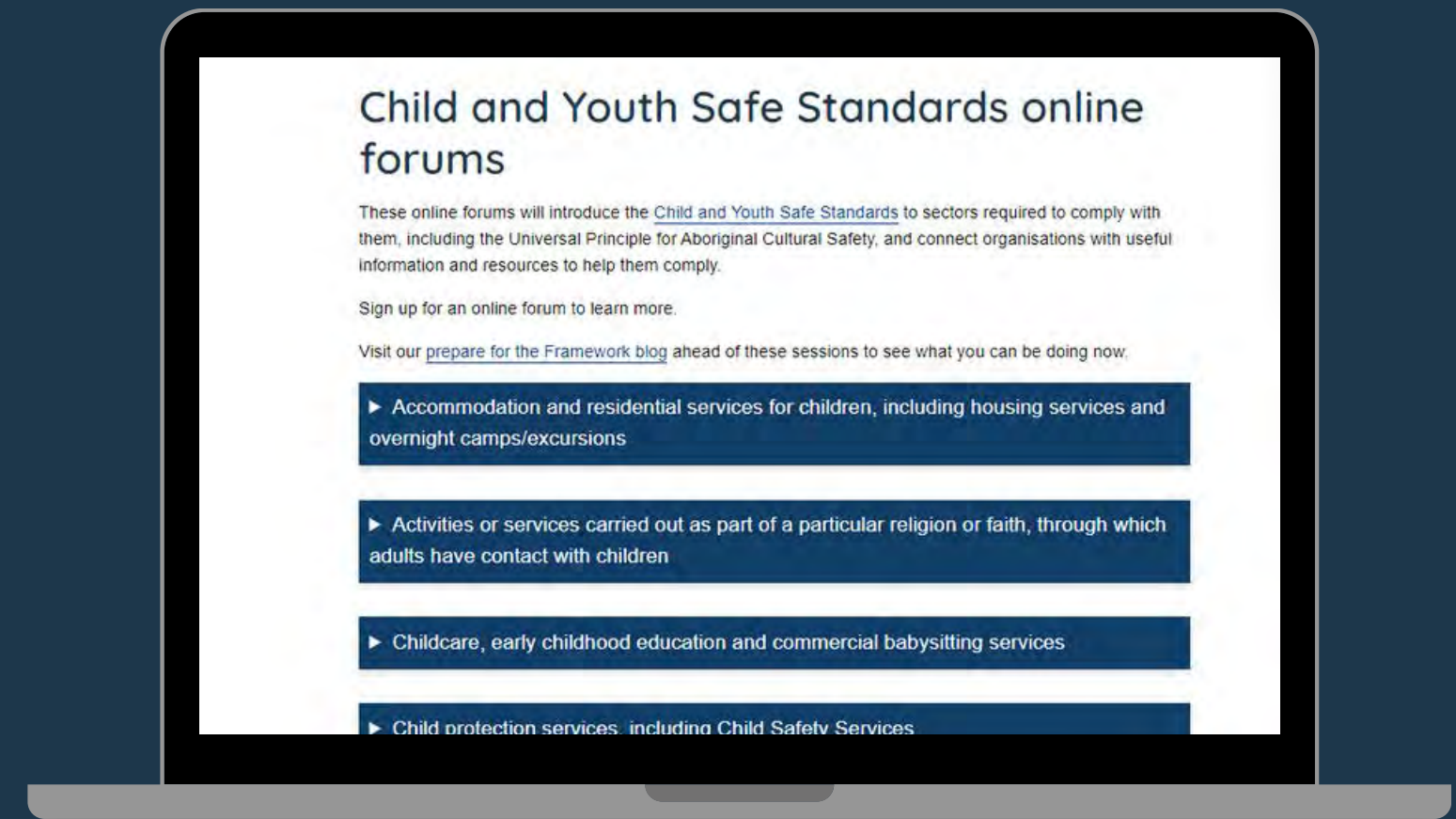
Check out existing resources:

- [A Guide to a Child Safe Organisation \(VIC\)](#)
- [A guide to the Child Safe Standards \(NSW\)](#)
- [Child Safety Risk Management Guide](#)
- [Complaint Handling Guide](#)
- [National Principles for Child Safe Organisations resources](#)



What can I do **now** to prepare to comply with the Standards and Universal Principle?

Sign up for an upcoming online forum.



The Reportable Conduct Scheme

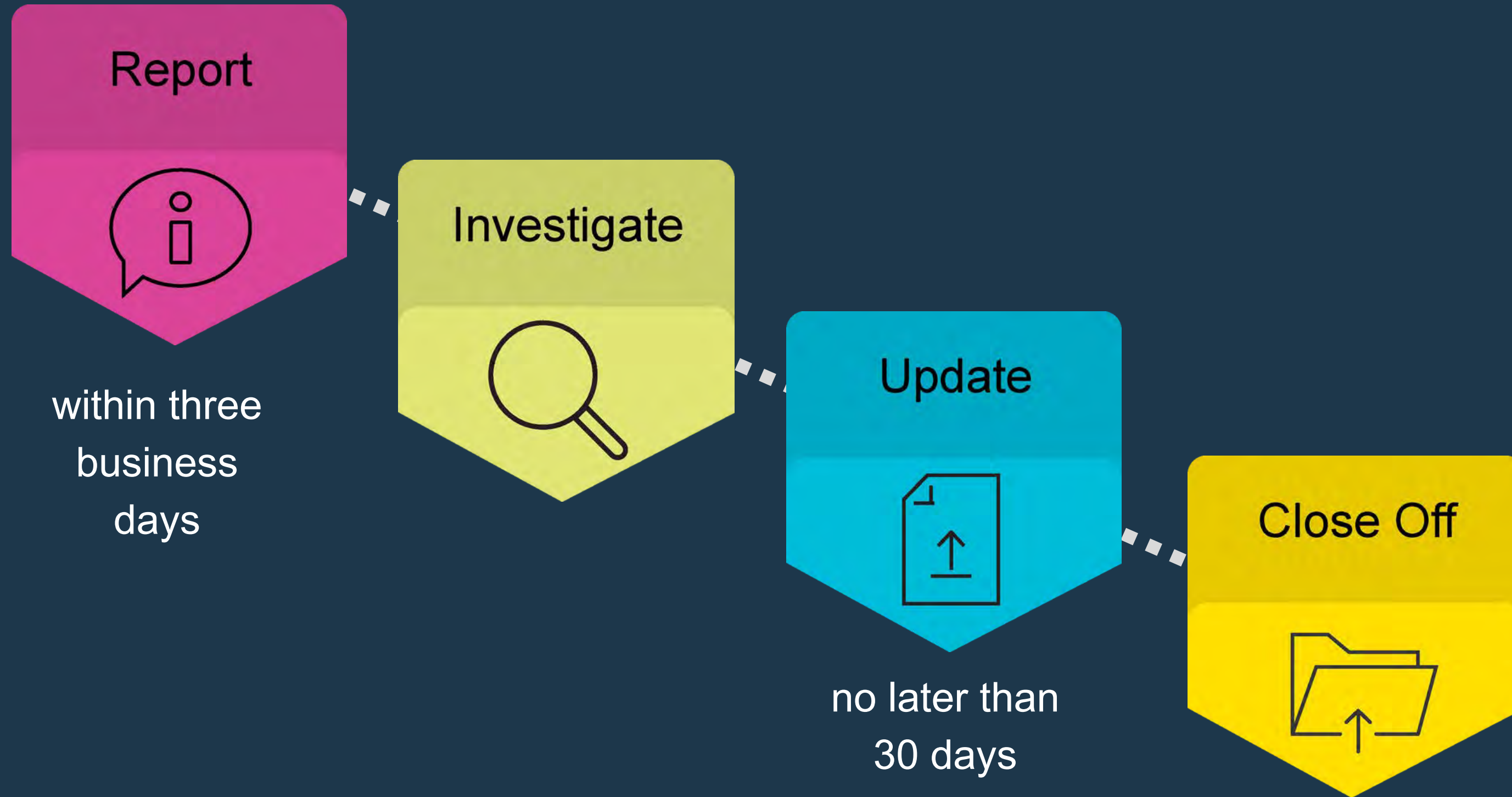
What is the Reportable Conduct Scheme?

- The Reportable Conduct Scheme creates new legal obligations for leaders of specific organisations.
- These obligations mean they have to notify the Independent Regulator when concerns are raised about conduct related to child abuse involving a worker, and conduct investigations.
- ‘Worker’ has a broad meaning under the law establishing the Framework, and includes paid and unpaid employees who are over 18 years old.

What is 'reportable conduct'?

- significant emotional or psychological harm
- significant neglect
- physical violence
- a sexual offence
- sexual misconduct
- grooming
- relevant offences such as failing to report child abuse and female genital mutilation.

Reportable Conduct Scheme in action



A note about language

- A reportable conduct investigation is like a workplace investigation.
- For example, an investigation into an allegation of theft, an investigation into an injury that has occurred on a jobsite, or an investigation into an allegation of bullying.
- Reporting to the Independent Regulator doesn't mean you **must** terminate an employee.

Quiz time

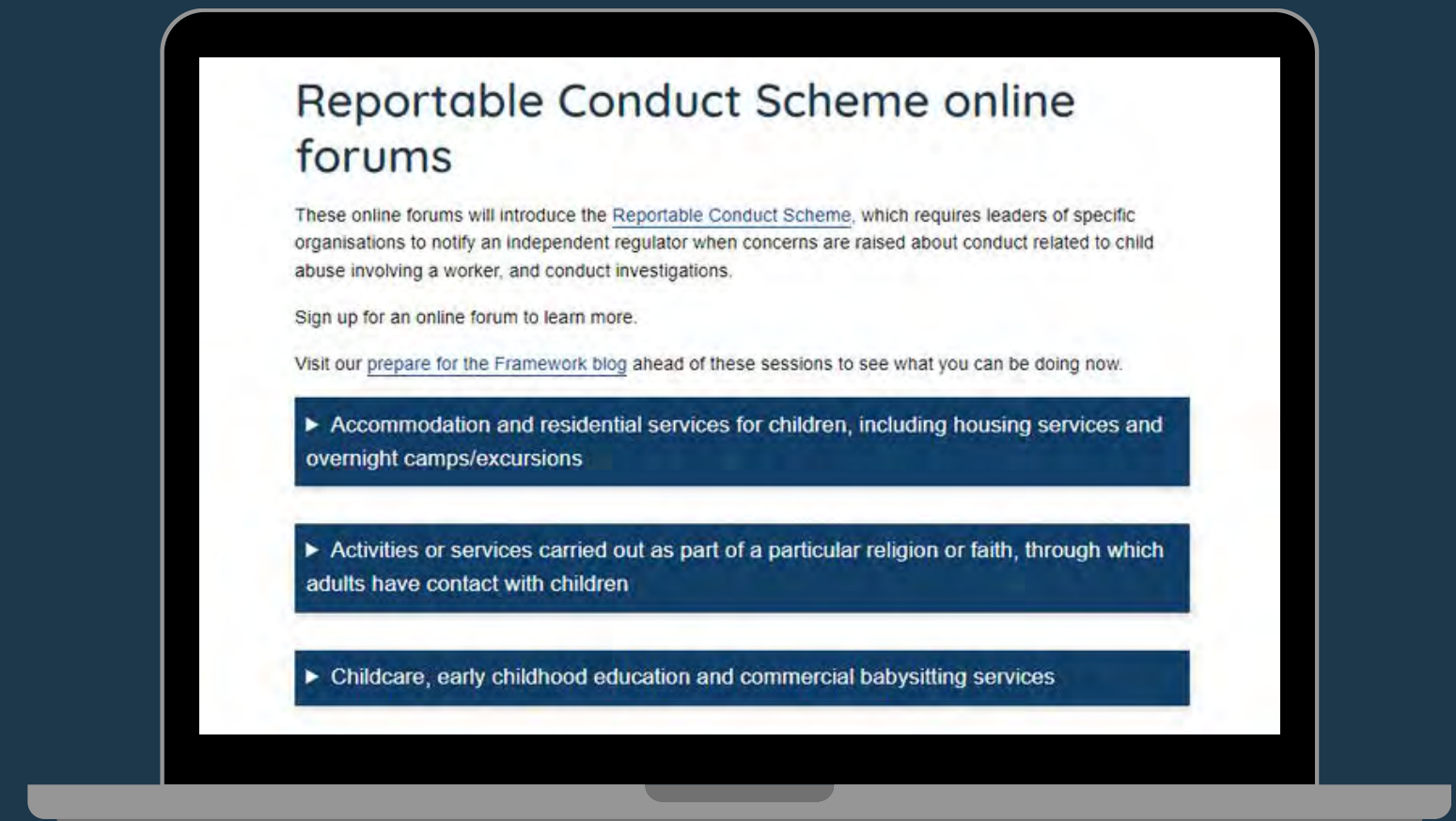
What can I do **now** to prepare to comply with the Reportable Conduct Scheme?

Think about who is likely to be the 'head of entity' for your organisation.



What can I do **now** to prepare to comply with the Reportable Conduct Scheme?

Sign up for an upcoming online forum.



Listening to people with lived experience

Key facts about the Framework

Key facts about the Framework

Organisations may have **procedures and practices** in place that means they are already complying with the Framework, as opposed to starting from 'ground zero'.

Key facts about the Framework

Even organisations that don't always interact with children in their day-to-day business can — **and should** — work to be child and youth safe.

Key facts about the Framework

The Framework is an opportunity for organisations to **get better at** upholding the rights of children and young people, making our community safer for them in the process.

Key facts about the Framework

The Framework is similar to workplace health and safety, as it represents ongoing best-practice and is **not time-limited or temporary.**

Key facts about the Framework

The Independent Regulator will provide **support to organisations** to meet their new legal obligations, build capability within organisations, and provide oversight of Reportable Conduct investigations.

Key facts about the Framework

The Child and Youth Safe Standards are **principle-based** and compliance won't be 'one-size fits all'.

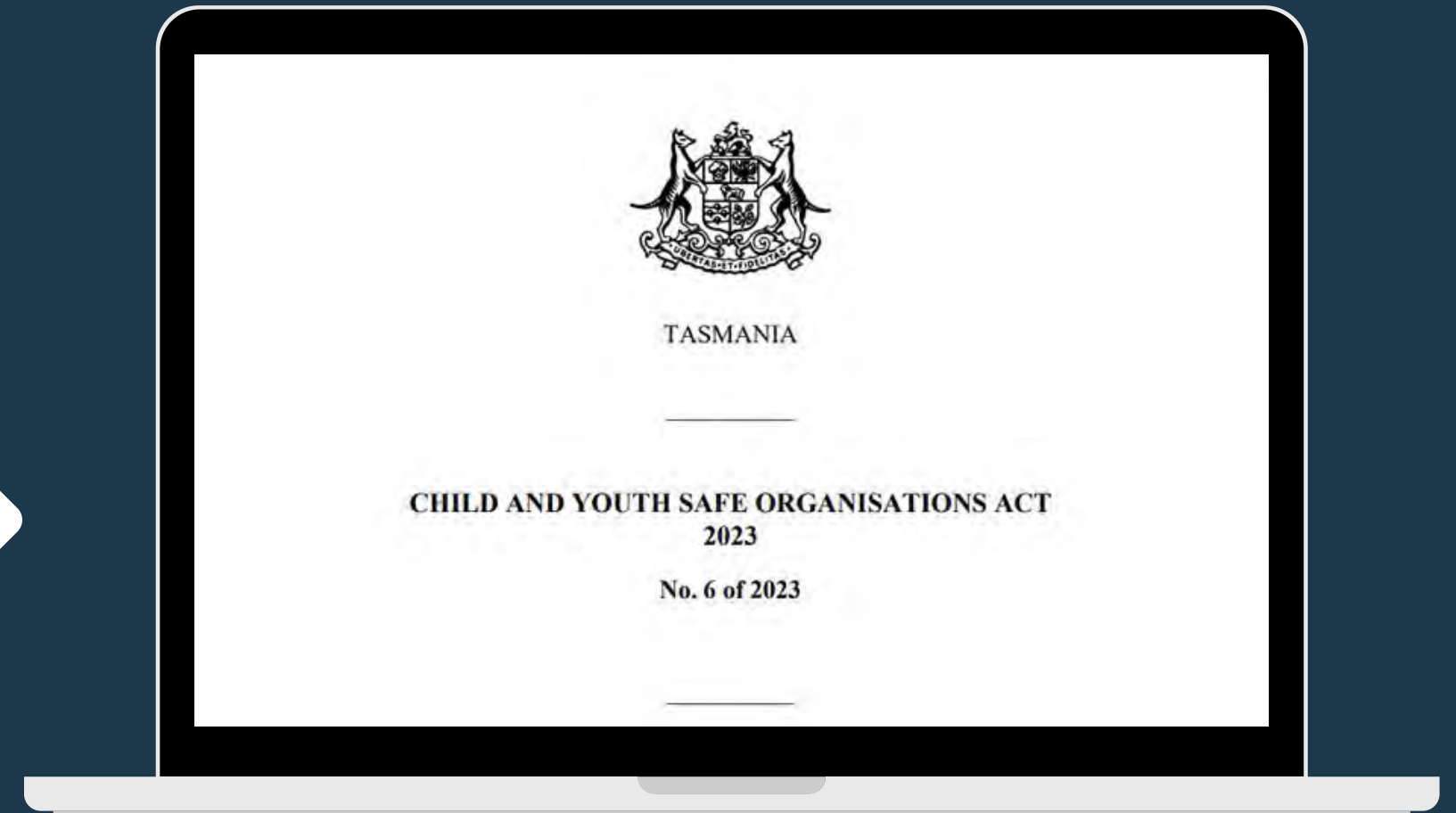
Key facts about the Framework

The Reportable Conduct Scheme **doesn't** replace or negate other, existing reporting obligations. But it **does** fill a gap in these existing schemes by creating oversight of organisational responses to child-related harm by workers.

Resources

Resources

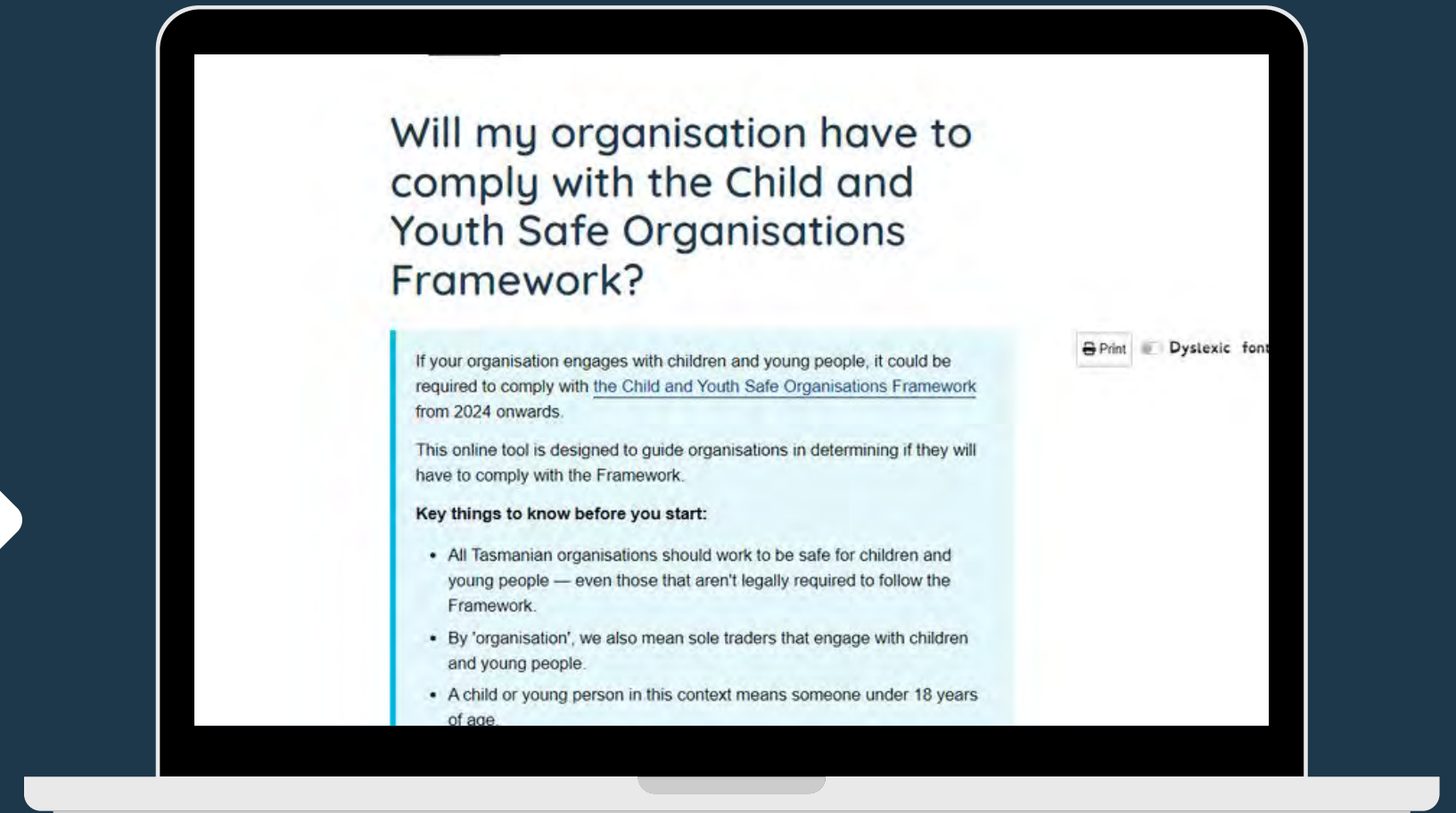
I want to read the legislation underpinning the Framework, and the legal definitions in it.



The Child and Youth Safe Organisations Act 2023

Resources

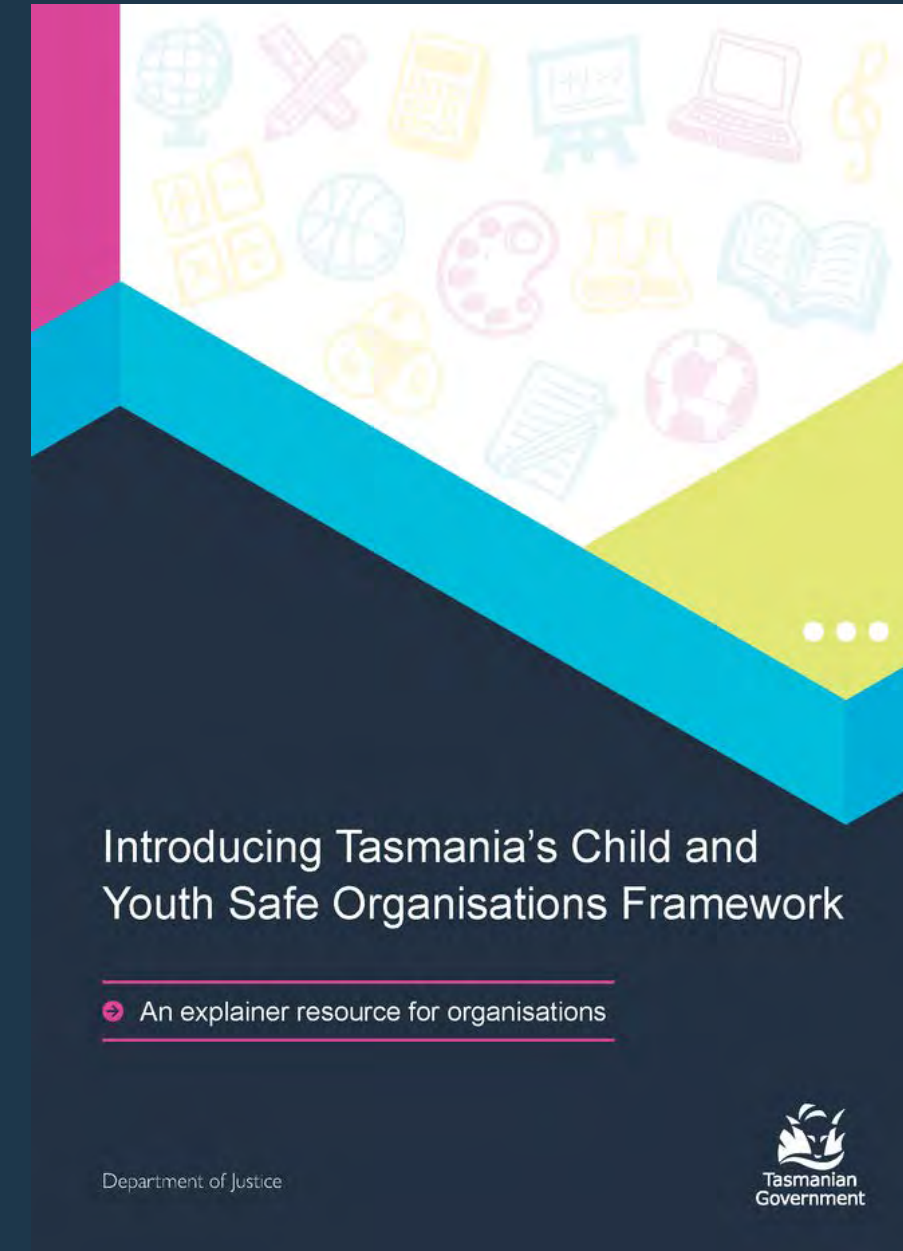
I need a way to figure out if my organisation is likely to be in-scope for the Framework.



Online tool to test if you're likely to be in-scope

Resources

**I need a single resource
that explains the key
elements of the
Framework.**



[Explainer Resource](#)

Resources

I need quick, simple resources to share with my staff about the Framework.



The Child and Youth Safe Organisations Framework

The Child and Youth Safe Organisations Framework outlines what Tasmanian organisations need to do to be truly child-centred and safe for children and young people.

What you need to know

For children and young people to be safe in our community, they need to be safe in our organisations. That's why we need to work together to create and maintain Child and Youth Safe Organisations.

The Framework is about creating child and youth safe organisations.

The Framework aims to promote the safety and wellbeing of children and young people from all forms of harm in institutional settings. In this instance, a child or young person is anyone under 18.

By institutional settings, we mean organisations – referred to in the law that establishes the Framework as 'entities' – such as schools, clubs, justice and detention services for children, out-of-home care, and many more.

Specific organisations will need to follow the Framework by law.

The Framework has a major focus on growing capability.

Some other states already have their version of the Framework in place. Their experiences suggest the Framework's introduction in Tasmania will contribute to:

- further empowering children and young people to participate in the organisations they engage with
- improved responses to allegations of harm to children and young people within organisations
- and more.

What you need to do

Figure out if the Framework will apply to your organisation.

The best way to do that is to go to justice.tas.gov.au/cysof.

Broadly speaking, if your organisation engages with children and young people or provides a service to them, it's very likely to be affected by the Framework.

Learn about which parts of the Framework will apply to you.

There are two main parts of the Framework – the Child and Youth Safe Standards, and the Reportable Conduct Scheme.

Different organisations will have to comply with both, or one, of these.

Why it matters

This should have been happening all along, not just now. It's the basics of treating everyone with respect.

Honadi, who wants to make her mark in the hospitality industry.

Want to find out more? Go to: justice.tas.gov.au/cysof

Tasmanian Government Department of Justice

The Child and Youth Safe Standards

The Universal Principle: Applies across all 10 Child and Youth Safe Standards.
This means: Organisations must provide an environment that ensures the right to Cultural Safety of children who identify as Aboriginal or Torres Strait Islander is respected.

- 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 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 them, 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.

Want to find out more? Go to: justice.tas.gov.au/cysof



Department of Justice



Tasmanian Government

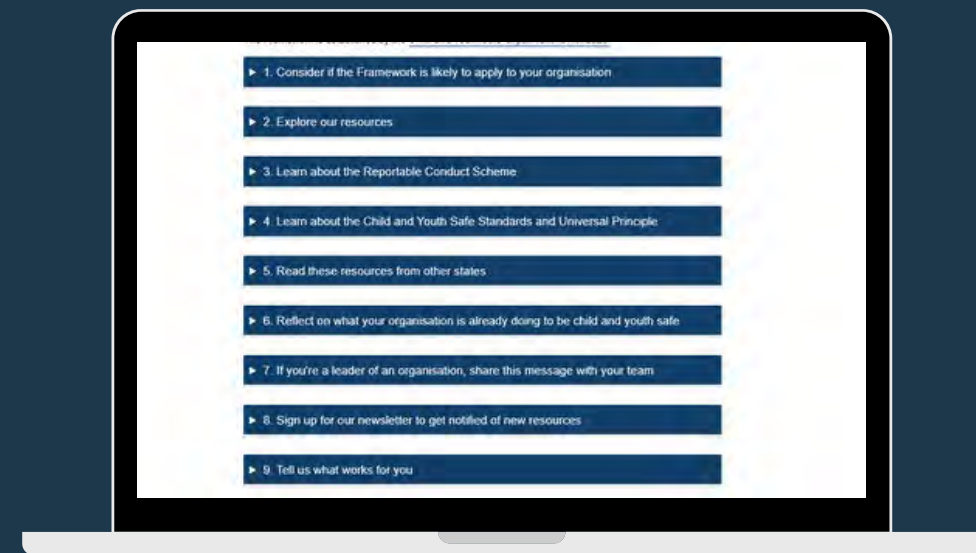
Listed under the 'Resources' section of [this page of our website](#)

Resources

I need a way to stay up-to-date with the Framework, including new resources and learning opportunities.



[Subscribe to our newsletter](#)



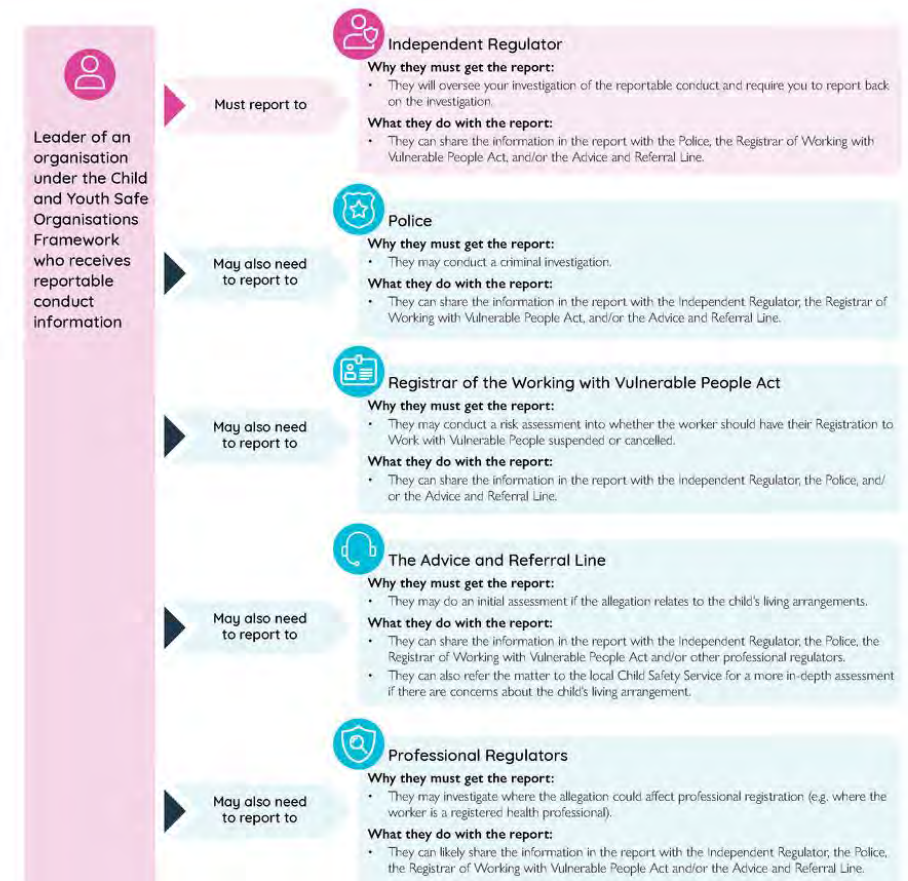
[What can I do now to prepare blog](#)

Resources

I need a resource to explain how the Reportable Conduct Scheme sits alongside other reporting obligations.



How does the Child and Youth Safe Organisations Framework' relate to other reporting schemes?



“Systems alone don't protect children. Individuals, working collectively towards the goal of keeping children safe, can.”

Victim-survivor of child sexual abuse in a Tasmanian institution

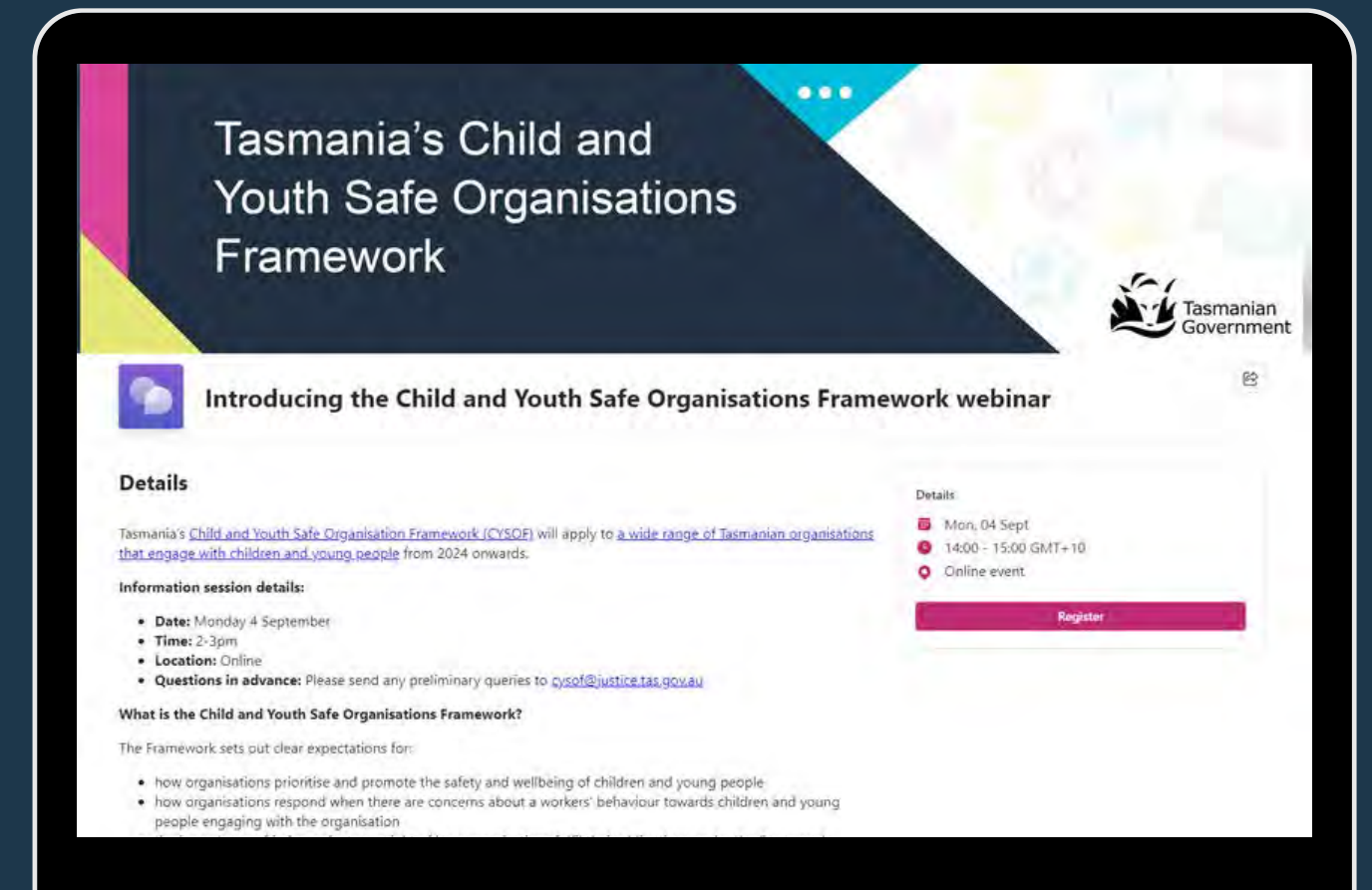
Want to find out more? Go to: justice.tas.gov.au/carsu/cysof



[Reporting pathways A3 poster](#)

Resources

I need an opportunity to learn more, in detail, about the Standards and the Scheme, and say what things I'd appreciate training and support in.



Online forum calendar

Resources

I want to check out useful interstate and national resources that relate to the purpose of the Framework.



- [A Guide to a Child Safe Organisation \(VIC\)](#)



- [A guide to the Child Safe Standards \(NSW\)](#)

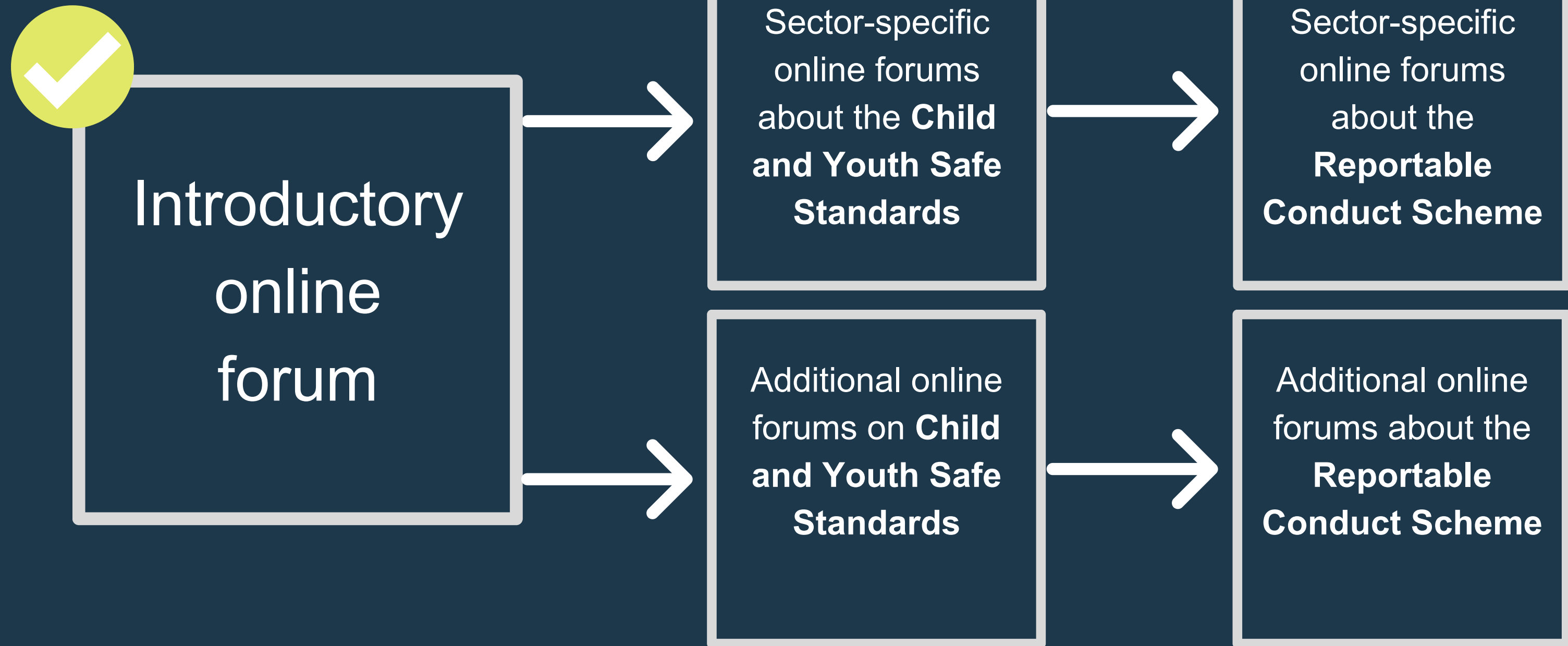


Practical tools for implementing the National Principles

- [Free e-learning modules](#)
- [Practical tools](#)

Next steps

Next steps



Thank you!