

# The Child and Youth Safe Standards

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# Acknowledgement of Country

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# Acknowledgement of Lived Experience

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# 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 on our website: [www.justice.tas.gov.au/carcru/support](http://www.justice.tas.gov.au/carcru/support)

# Questions we'll answer today

- What are the **Child and Youth Safe Standards**?
- Where did the idea of the **Standards** come from?
- **Who** is legally required to comply with the **Standards**?
- Why is each individual Standard **important**?
- What might compliance 'look like' for Standards that you are **particularly interested in**?
- What resources are available **now** to help me comply with the Standards?
- What resources are **coming soon** to help me comply with the Standards?
- How do I **build on** what I've learnt today?

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

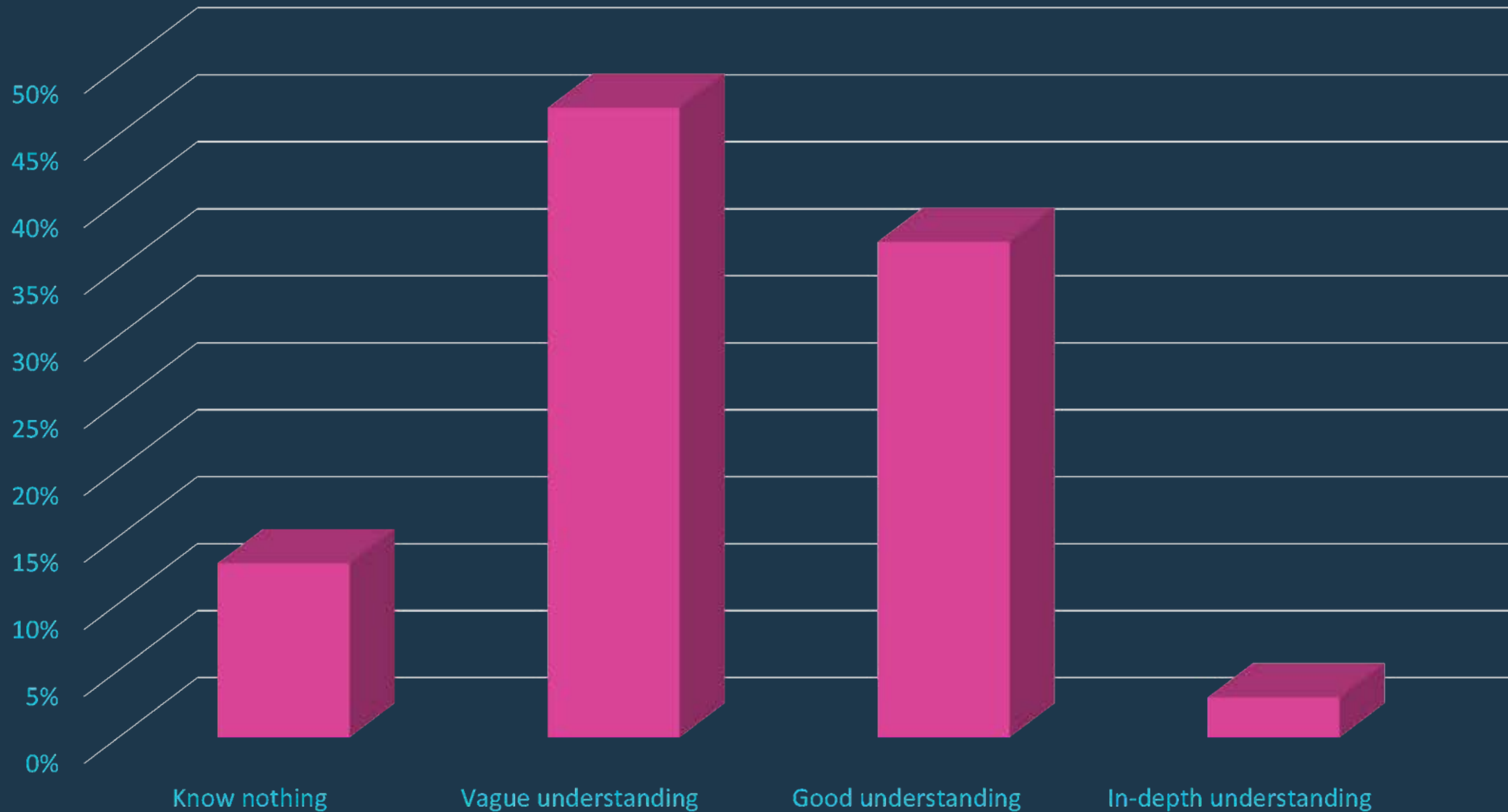
- Specific and/or formal compliance advice
- Legal advice
- An in-depth grasp of your organisation and how it operates
- Specific guidance on the Universal Principle, which will be made available shortly.

# Putting today's session in context



# What our pre-session survey told us

Current level of understanding of the Child and Youth Safe Standards





# **Quick recap on the Child and Youth Safe Organisations Framework**

# Key facts about the Framework

What it's made up of

The Child and Youth  
Safe Standards



The Reportable  
Conduct Scheme



Independent Regulator



Information sharing



# Key facts about the Framework

## The Child and Youth Safe Standards

The Child and Youth  
Safe Standards



The Reportable  
Conduct Scheme



Independent Regulator



Information sharing



National Principles for  
Child Safe Organisations

# Key facts about the Framework

The Royal Commission into Institutional Responses to Child Sexual Abuse



*The standards are designed to be principle-based and focused on outcomes and changing institutional culture **as opposed to setting prescriptive rules** that must be followed or specific initiatives that must be implemented.*

*This is to enable the standards to be applied to, and implemented by, institutions in a flexible way, informed by each institution's nature and characteristics.*



# Key facts about the Framework

## The Commission of Inquiry Report



*Many times, child sexual abuse could have been prevented or identified earlier if the organisation in question had taken a more **proactive, targeted** approach to identifying and addressing risks of abuse.*

*This includes having an **organisational culture vigilant to potential harms to children** and that encourages and empowers anyone with child safety concerns to report them, with confidence that such reports will be taken seriously.*



# Key facts about the Framework

The Commission of Inquiry Report

“

*The value of situational prevention is reflected in the National Principles for Child Safe Organisations. In Tasmania, these are reflected in the Child and Youth Safe Standards legislated through the Child and Youth Safe Organisations Act.*

*We support this legislative reform and consider its successful implementation a key pillar to prevent abuse within Tasmanian organisations.*

”

# Key facts about the Framework

## Who it applies to



Accommodation services



Faith-based organisations



Childcare and commercial babysitting



Child protection services and out-of-home care



Health services



Disability services



Justice and detention services



Education services



Tasmanian Government and Local Government



Tasmanian Parliament



Government House



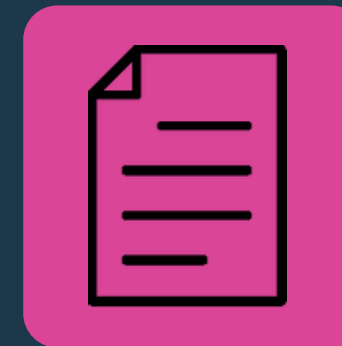
Clubs and association with significant child and youth membership



Coaching and tuition services



Neighbourhood Houses



Commercial services



Transport services

# **Introducing the Child and Youth Safe Standards and Universal Principle**



# 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.

### Standard 3

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

### Standard 4

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

### Standard 5

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

### Standard 6

Processes to respond to complaints and concerns are child focused.

### 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.

### Standard 8

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

### Standard 9

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

### Standard 10

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

# The Child and Youth Safe Standards in your sector

New

Complying with the Child and Youth Safe Standards from 2024 onwards

Existing

- Organisations may already be familiar and compliant with the National Principles for Child Safe Organisations
- Existing mandatory reporting requirements under the Registration to Work with Vulnerable People scheme
- Other sector-specific requirements

## Key facts about the Standards

The Standards are principle-based and outcome-focused. They don't impose blanket rules, but they do express a clear benchmark for organisations to meet.

## Key facts about the Standards

The Standards are designed to be flexible and compliance won't be 'one-size-fits-all'.

## Key facts about the Standards

Even if an organisation is familiar with the National Principles, the 'new' things will be the Universal Principle for Aboriginal Cultural Safety and the fact the Standards are legally mandated and overseen by the Independent Regulator.

**Spotlight on the Standards you  
wanted to hear more about**

## What our survey told us

You felt most comfortable with Standards  
1,2,5 and 7.

## What our survey told us

You want to learn more about Standards  
2,3,6,7, and 10.



# Standard 2

## Child and Youth Safe Standards

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

**This Standard matters because** children and young people are safer when organisations acknowledge and teach them about their right to be heard, listened to, and taken seriously.

**Put into practice, it means** children and young people are told about their human rights, have a say in decisions that impact them and are taken seriously.

**We know this because** young Aboriginal Tasmanians like George have told us that people in charge of an organisation should listen to them when they speak up because: “I know me best.”

# Standard 2

## Child and Youth Safe Standards

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

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

How does our organisation act on feedback given by children and young people?

How does our organisation actively include and support children and young people with diverse needs?

# Standard 3

## Child and Youth Safe Standards

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

**This Standard matters because** organisations are inseparable from their communities and both need to work together to enhance the safety of children and young people.

**Put into practice, it means** families and communities know about and are involved in the organisation's child safety and wellbeing activities.

**We know this because** young Tasmanians like Sarah, who wants to become a professional BMX athlete, have told us that organisations show children and young people they're safe when people in them are "friendly and honest (with) good communication".

# Standard 3

## Child and Youth Safe Standards

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

How do we actively involve families, carers, and communities in our organisation?

How can we communicate policies and procedures to culturally and linguistically diverse communities?

Do we have complaint handling policies that ensure families and carers are kept informed?

# Standard 6

## Child and Youth Safe Standards

Processes to respond to complaints and concerns are child focused.

**This Standard matters because** a child-focused complaints process is an important strategy for helping children and others in organisations to make complaints.

**Put into practice, it means** children, young people, families, staff and volunteers are listened to and can share problems and concerns.

**We know this because** children and young people like Lucian have told us: “Being a child and youth safe organisation means when a health or safety issue happens, it is seriously acknowledged and taken care of.”

# Standard 6

## Child and Youth Safe Standards

Processes to respond to complaints and concerns are child focused.

How do we make our complaint handling process publicly available and accessible?

How do we record complaints about child abuse or any other incidents?

Do adults understand the process and possible outcomes for complaints that are made against them?

# Standard 7

## Child and Youth Safe Standards

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

**This Standard matters because** education and training is a core strategy in improving an organisation's capacity to protect children and can contribute to creating a child safe culture by clearly and consistently reinforcing the message that child safety is important.

**Put into practice, it means** staff and volunteers keep learning all the time so they know how to keep children and young people safe and well.

**We know this because** young Tasmanians like Elise have told us: "Proper training is so important because without the proper training you can't connect with the young person, and you won't know how to help them properly."

# Standard 7

## Child and Youth Safe Standards

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

Are our staff and volunteers aware of the signs of child abuse?

How do we provide training for staff and volunteers in higher-risk roles and situations?

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



# Standard 10

## Child and Youth Safe Standards

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

**This Standard matters because** the proper implementation of child safe policies and procedures is a crucial aspect of facilitating an institution's commitment to child safe practices.

**Put into practice, it means** the organisation writes down how it keeps children and young people safe and well, and makes sure that everyone can see these documents.

**We know this because** young Tasmanians like Tara, who wants to be a shark diver, have told us that organisations help keep children and young people safe by having clearly documented complaints handling processes that workers understand and act on.

# Standard 10

## Child and Youth Safe Standards

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

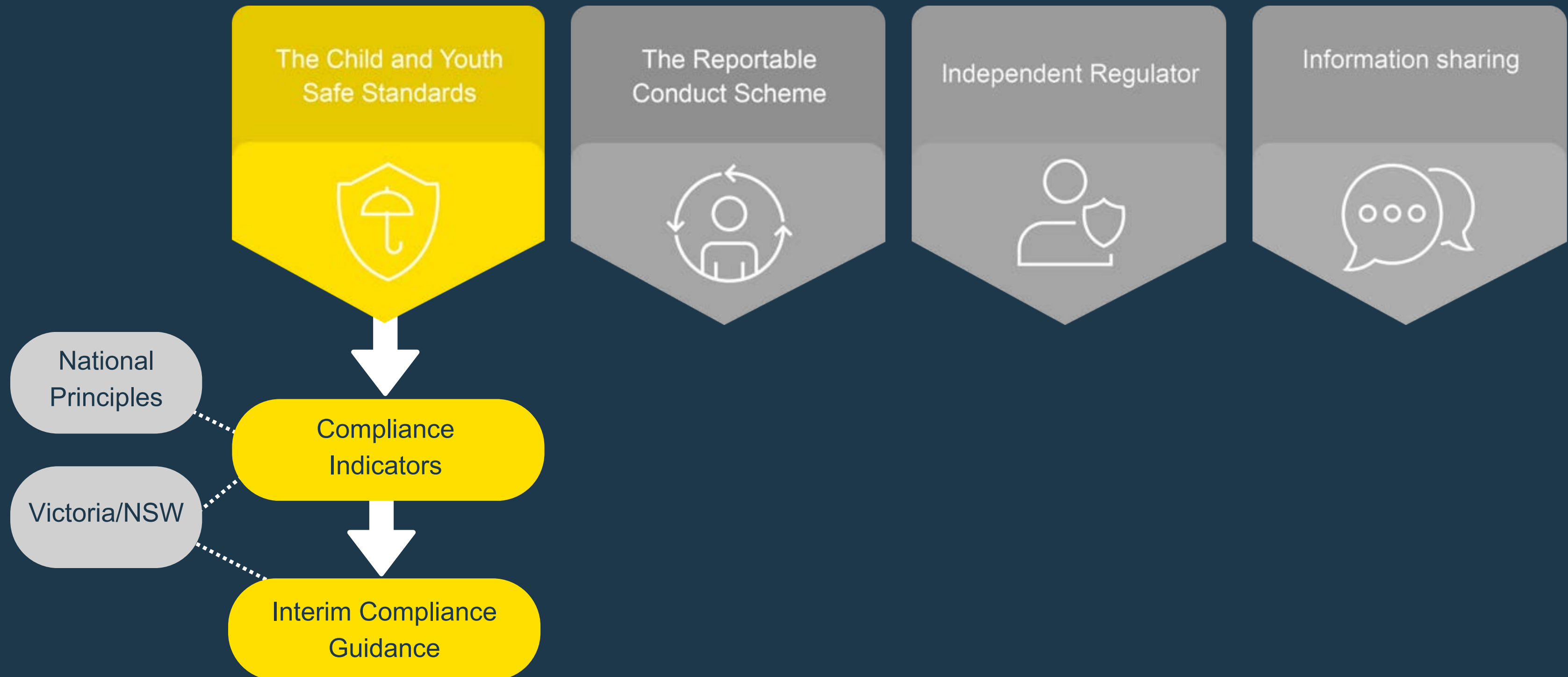
Does your organisation's Code of Conduct (or other policy) cover acceptable, concerning and unacceptable behaviours or physical contact for staff and volunteers working with children and young people?

Does your organisation have a risk assessment process and a risk management plan that addresses risks of harm to children?

How does your organisation measure if staff and volunteers know about, understand, and comply with these types of policies and procedures?

# **Our work on Interim Compliance Guidance**

# The Child and Youth Safe Standards



# The Child and Youth Safe Standards

## Example of Compliance Indicators for a Standard



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

- 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.
- The online environment is used in accordance with the organisation's Code of Conduct and Child Safety and Wellbeing Policy and practices.
- Risk management plans consider risks posed by organisational settings, activities and the physical environment.
- Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.

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Compliance Indicators

# Interim Compliance Guidance

- 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

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## 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



# Key facts

## Key facts

You may have procedures and practices in place that relate to child safety and wellbeing.

The Framework is about building on that good work.



## Key facts

Organisations in states that have their versions of the Framework in place have experienced a strengthening of their skills in identifying and responding to harm against children and young people.

## Key facts

Compliance with the Standards (and the Framework as a whole) is similar to workplace health and safety, as it represents ongoing best-practice and is not time-limited or temporary.

## Key facts

The Independent Regulator will provide support to organisations to meet their new legal obligations, build capability and provide oversight of compliance.

## Key facts

There is a wide range of national and state-based guidance material available for organisations covered by the Framework.

# Useful resources

# Resources



TASMANIA

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**CHILD AND YOUTH SAFE ORGANISATIONS ACT  
2023**

**No. 6 of 2023**

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- [The Child and Youth Safe Organisations Act 2023](#)

# Resources



Practical tools for implementing the National Principles

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



# Resources



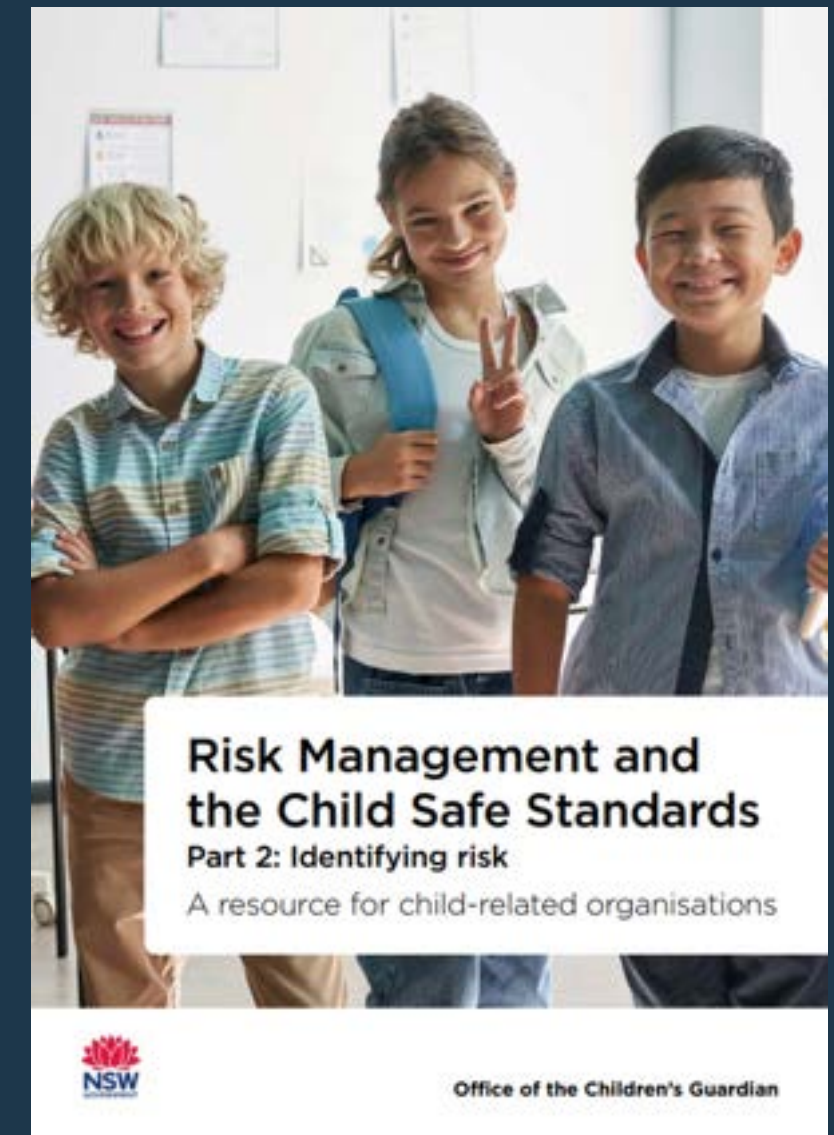
- [A guide to the Child Safe Standards \(NSW\)](#)



- [Codes of Conduct resource \(NSW\)](#)



- [Risk Management: Responding \(NSW\)](#)



- [Risk Management: Identifying \(NSW\)](#)



# Resources



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



- [Empowerment and participation guide \(VIC\)](#)

Child Safe Standards tools and templates

### Practical guide to choosing, supervising and developing suitable staff and volunteers

Choosing safe staff and volunteers	Practical suggestions	Good outcomes
Determine if the role will have direct or indirect contact with children, or access to sensitive information about children and their families	Assessing the type of contact the role will have with children, and what sort of access there will be to information about individual children, will determine: <ul style="list-style-type: none"> <li>• if the role legally requires a Working with Children Check, or a Working with Children Check is needed to reduce the risks to <a href="#">children</a></li> <li>• if other screening and checking is also needed</li> <li>• the type of training and level of supervision the role will require.</li> </ul>	The right level of background checks, training and supervision for the role are in place.
Develop a duty statement or job description	A duty statement or job description clarifies the role, responsibilities and expectations of the position and outlines reporting lines. Determine if the position requires a Working with Children Check, professional registration or qualification.	Recruitment of the most suitable staff or volunteers.
Develop key selection criteria	Selection criteria help to identify key skills, attributes and experience that are required to undertake the duties and tasks outlined in the duty statement.	Choosing the right person for the role will be easier if you think about what you need in advance.
Advertise the position	Promote that you are a child safe organisation with a Child Safety and Wellbeing Policy.	Makes clear that child safety forms part of your organisation's culture and helps you attract people with the same values as the organisation.
Interview applicants	Ask about the applicant's motivation to work with children. Ask questions about the applicant's real-life experience and their understanding of: <ul style="list-style-type: none"> <li>• children's physical and emotional needs</li> <li>• professional boundaries</li> <li>• children's rights.</li> </ul>	A process that allows reasonable opportunity to assess an applicant's skills and suitability and that is fair.

Commission for Children and Young People [Practical](#) guide to choosing, supervising and developing suitable staff and volunteers

- [Practical guide for staff and volunteers \(VIC\)](#)

**Next steps**

# Reportable Conduct Scheme online forum



Additional online forum about the **Reportable Conduct Scheme**

Date: 20 November 2023  
Time: 12-1pm