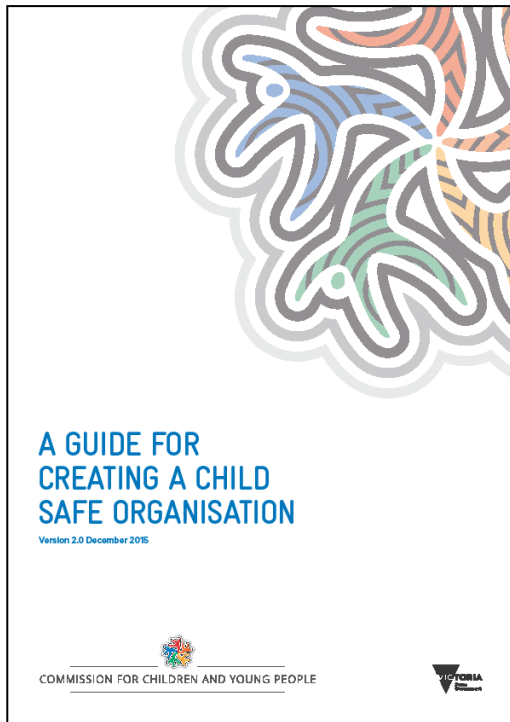




COMMISSION FOR CHILDREN AND YOUNG PEOPLE



Creating a child safe organisation

Understanding the safety of young people in international education settings

10 April 2017

ISANA Professional Development Session





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About the Commission

Liana Buchanan - Principal
Commissioner of Children and Young
People

Andrew Jackomos - Commissioner for
Aboriginal Children and Young People

- Independent statutory body
- Advocacy
- Oversight of government services for vulnerable children and young people
- Regulator of Child Safe Standards and Reportable Conduct Scheme





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In this workshop we will cover...

- the origins of Child Safe Standards and why we need them
- what the Child Safe Standards cover
- how to apply the standards in your workplace
- what you can do to help promote child safety in your workplace



We will use discussion based activities to share ideas and reflect on learnings



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The origins of the standards and why we need them

The problems

- Poor practices
- Unhealthy culture
- Failure to respond



The lifelong consequences

- Relationships
- Employment
- Mental health
- Substance abuse



Royal Commission
into Institutional Responses
to Child Sexual Abuse



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From a young person's perspective, what do you think they might see, hear and feel in a place that is safe for young people?



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Overarching principles

- The cultural safety of Aboriginal children and young people
- The cultural safety of children and young people from culturally and/or linguistically diverse backgrounds
- The safety of children and young people with a disability





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What the Child Safe Standards cover

1. Strategies to embed an organisational **culture of child safety**, including through effective leadership arrangements
2. A **child safe policy** or statement of commitment to child safety
3. A **code of conduct** that establishes clear expectations for appropriate behaviour with children
4. Screening, supervision, training and other **human resources practices** that reduce the risk of child abuse by new and existing personnel
5. Processes for **responding to and reporting** suspected child abuse
6. Strategies to **identify and reduce or remove risks** of child abuse
7. Strategies to promote the **participation and empowerment of children.**

Risk based approach that is flexible



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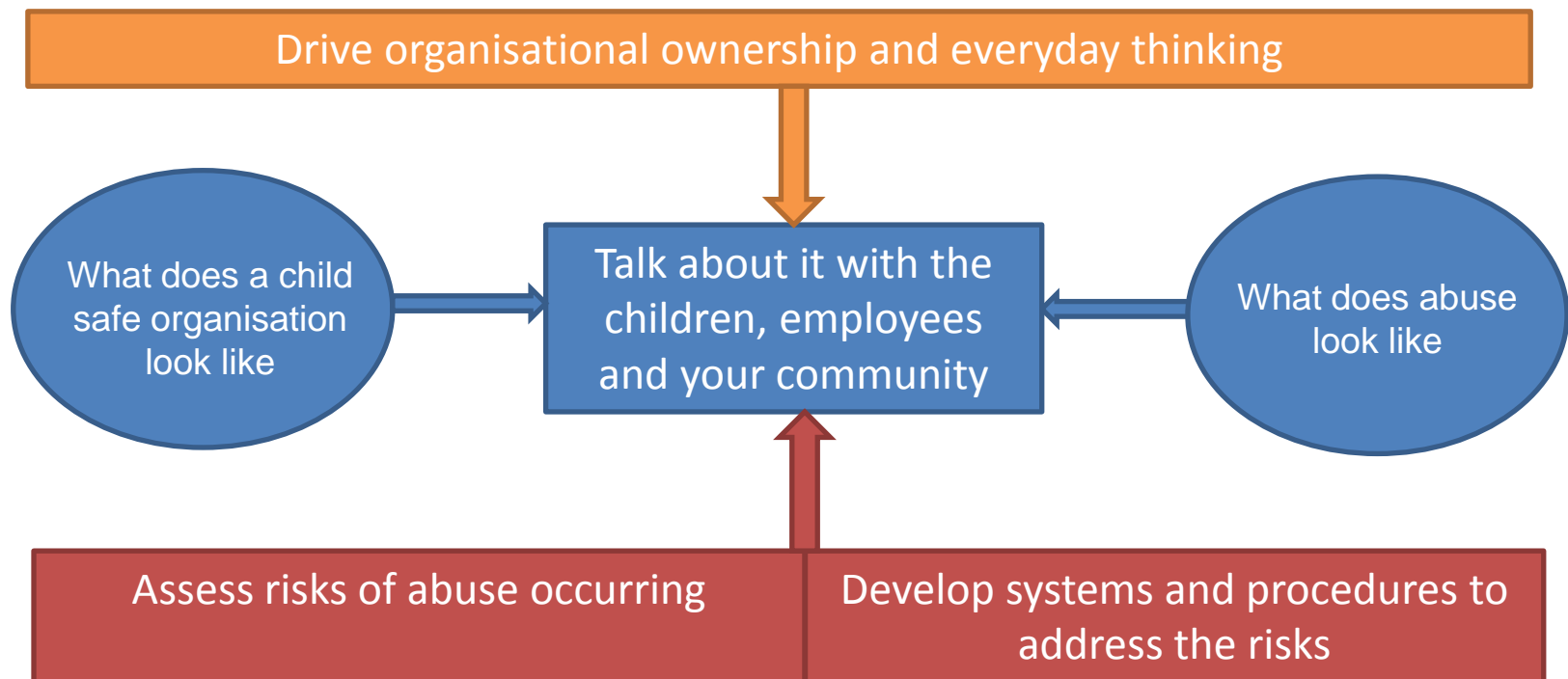


Thinking about your work place and the services you provide, what are some of the things you do that make it safe for young people?



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How to approach the standards in your workplace





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Take a risk management approach to child safety

- Identify the risks
- Assess and evaluate the risks
- Manage and treat the risks
- Monitor, review and continually improve your approach.





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Be proactive and preventative (Standard 6)

- Start conversations about child safety
- Have a look around
- Have a look at existing policies and processes
- Look at previous incidents and how these were handled
- Understand social and cultural factors.





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Involve children and young people in what you do (Standard 7)

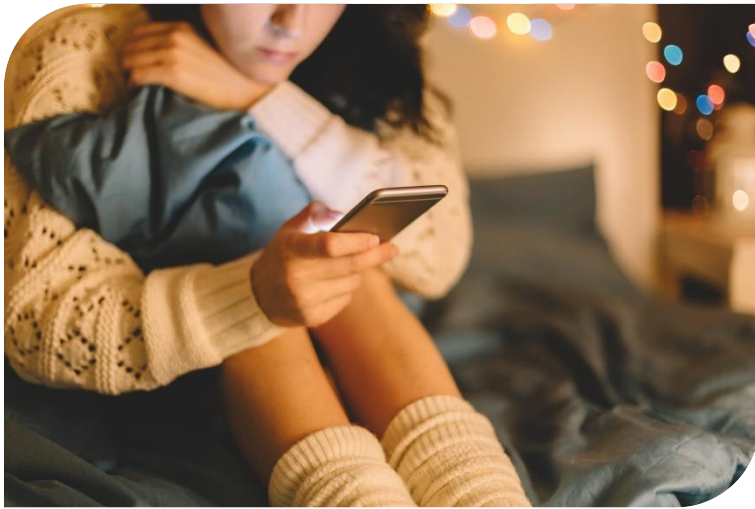


- Support young people to understand their rights and to raise concerns.
 - Actively promote and encourage young people's participation in planning and decision making.
 - Value and respect young people's opinions.
-
- Seek young people's views about what makes them feel safe and unsafe, including cultural safety.
 - Establish an environment of trust and inclusion that enables young people to ask questions and speak up if they are worried or feeling unsafe.



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Define acceptable and unacceptable behaviours (Standard 3)



- Provide clear written guidance on appropriate conduct and behaviour.
 - Detail acceptable and unacceptable behaviours relating to the specific context of your organisation.
-
- Educate your organisational community about what's okay and not okay.
 - Act on concerns or allegations of non-adherence to your Code of Conduct.



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Make a firm commitment to child safety (Standard 2)



- Affirm your organisation's commitment to child safety in a child safe policy or statement of commitment to child safety.
 - Make your commitment to child safety easy to understand and visible.
 - Communicate broadly to staff, young people and your organisational community.
-
- Require all staff to uphold this approach.



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Screen, supervise and support your workforce (Standard 4)

- Communicate your commitment to child safety in job advertisements.
- Have clear duty statements.
- Have robust pre-employment background screening, including thorough referee checks.
- Provide high quality supervision and professional development.

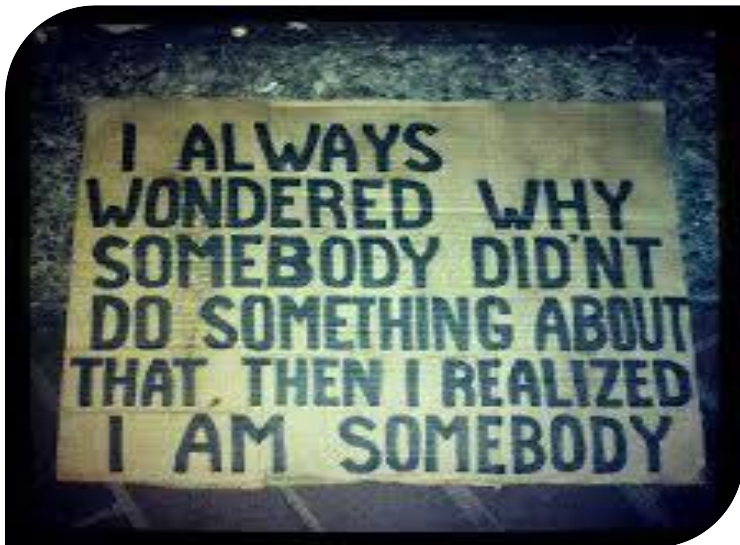




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Support people in your organisational community to take action (Standard 5)

- Have a clear and easy to understand procedure for reporting concerns and allegations.
- Encourage young people to report if they feel unsafe or concerned.



- Make people within your organisation aware of their duty of care and legal responsibilities, and what to do to respond appropriately.
- Appropriately act upon concerns and complaints.
- Keep accurate records and store them securely.



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Lead by example (Standard 1)

- Make child safety a top priority in your organisation's operations.
- Take a zero tolerance approach to child abuse.

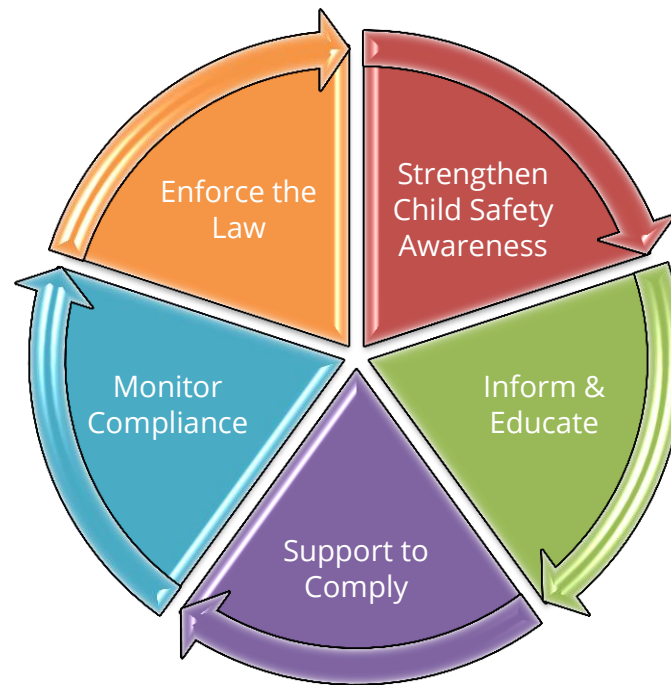


- Lead from the top down to embed a culture that makes child safety paramount.
- Apply strong governance arrangements, documenting how duty of care responsibilities to children will be met.
- Respect, embrace and support the diversity of young people.



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What does compliance look like?





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Where can we get further assistance?

Resources and tools available

 ccyp.vic.gov.au/child-safe-standards

 (03) 8601 5281

 childsafestandards@ccyp.vic.gov.au

Register on our website for updates



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**Child Safe
Standards**

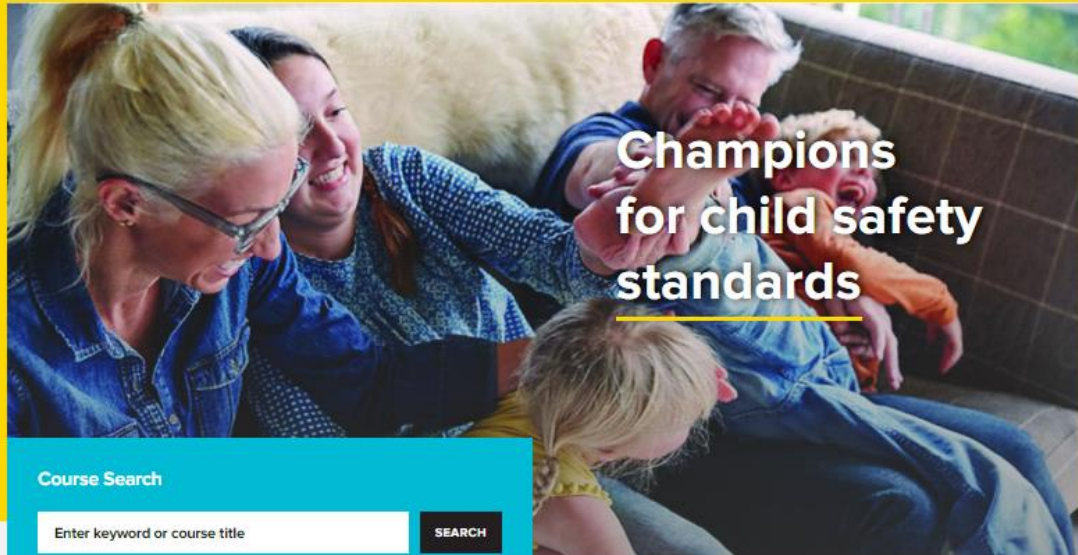
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