



Embedding the National Principles for Child Safe Organisations

Embedding the National Principles for Child Safe Organisations fosters environments where children's rights, needs, and best interests are prioritised above all else. Services that foster a child-safe culture show a firm commitment to child safety and wellbeing. Here is a breakdown of each of the principles and some examples of how this might look within your organisation.

This resource has been adapted from content and ideas presented in the National Principles for Child Safe Organisations developed by the Australian Human Rights Commission.

Principle 1

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

- Staff understand children's rights, including their right to feel safe and heard.
- Practical guidance, policies and information which promote child safety are publicly displayed.

Principle 2

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

- Age-appropriate platforms are provided to seek children's views.
- Children are informed about their role in helping to ensure the safety and wellbeing of other children.

Principle 3

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

- Feedback from families and communities on child safety is included into the service's practices.

Principle 4

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

- Staff and other attending services are trained to recognise and respond effectively to children and young people with diverse needs.
- Complaints information is accessible and in a format that supports inclusion and ensures all children are informed.

Principle 5

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

- Organisations emphasise a commitment to child safety when advertising for, recruiting and screening staff and volunteers.
- Duty statements, selection criteria and referee checks demonstrate children are valued and respected, a commitment to child safety, and an understanding of children's developmental needs and culturally safe practices.
- Staff and volunteers in organisations have completed background check requirements.
- Ongoing staff support, supervision and performance management processes involve child safety elements.

Principle 6

Processes to respond to complaints and concerns are child focused.

- Staff understand their roles and responsibilities, reporting and privacy obligations and processes for responding to disclosures.
- Complaints are recorded and timely responses are provided to children and families who raise concerns or complaints.

Principle 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 receive training on:

- The rights of children regarding records being created about them and their use.
- Recognising the indicators of child harm.
- The organisation's child safety and wellbeing policies.

Principle 8

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

- Staff and volunteers are proactive in identifying and mitigating physical and online risks.
- Children and their families are informed, in culturally appropriate ways, about the use of the organisation's technology and safety tools.

Principle 9

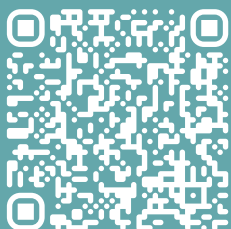
Implementation of the national child safety principles is regularly reviewed and improved.

- Organisations invite children, parents and community members to participate in reviewing child safety practices.
- Complaints are regularly analysed to drive continuous improvement of child safety practices.

Principle 10

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

- Policies and procedures are documented in a language and format that is easily understood and accessible to staff, volunteers, children and families.
- Interviews or surveys of children, families, staff, volunteers and community members demonstrate confidence in and awareness of the organisation's policies and procedures on promoting a child safe culture.



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