

Child and Youth Safe Standards in Action

Universal Principle for Aboriginal Cultural Safety: In putting the Standards into practice, organisations must also give effect to something called the Universal Principle for Aboriginal Cultural Safety. The Universal Principle applies to all 10 Standards and means the right of Aboriginal and Torres Strait Islander children and young people to Cultural Safety must be respected.

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

- we have a policy or statement that commits to child and youth safety that is publicly available

- we have a leadership practice that places young people's safety and wellbeing at the centre of our organisation

- our organisational governance embeds structural approaches for child and youth safety and wellbeing

- our workplace culture demonstrates that all employees and workers act in the interests of child and youth safety and wellbeing

- we support the participation and inclusion of Aboriginal and Torres Strait Islander children and young people

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

- our induction process provides an overall understanding of how decisions are made in our organisation

- we actively seek young people's perspective and views when making decisions

- the rights of young people are taken seriously and respected

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

- we have documented the young person's carers'/parents'/guardians' consent and contact details

- we provide information to schools/parents/carers about our approach and measures to ensure young people are safe and well. This may include newsletters, open days, websites, information evenings and general community communication

- we actively participate and promote our organisation as a positive, inclusive work environment that encourages and supports young people to learn work skills

- we are transparent about how we report work health and safety issues, including how we will report a concern involving a young person

- we have actively informed all staff and workers about their obligations under the *Child and Youth Safe Organisations Framework*

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

- we have ensured that our policy documents outline how we will support the needs of vulnerable children including Aboriginal children, those unable to live at home, culturally and linguistically diverse children, LGBTIQ+ and children with a disability

- we have taken measures to adjust for an inclusive workplace environment that embraces a diverse workplace culture

- we have training for all our workforce for equity and diversity in the workplace

- we have informed staff on procedures for complaints, reporting, and our resolution process, to ensure our culture is diverse and equity is upheld

- we have made our workplace culturally safe for Aboriginal and Torres Strait Islander young people

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

- direct supervisors of young people in our organisation have RWVP (if required)

- we consider including a National Police check when recruiting new staff

- our staff inductions include the needs of young people

- we keep updating our policies and procedures to ensure that young people's safety and wellbeing is part of our everyday practice

- we celebrate low or nil WH&S incidents, and positive staff wellbeing checks

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

- our inductions for young people include showing them how they can make a complaint

- we have posters in our workplace that show staff who to contact for advice or emergencies

- all staff know how we resolve issues and disputes

- all staff know about our legal obligations and will work in line with our policies and procedures

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.

- all staff and volunteers, including young people, have knowledge and understanding of our code of conduct and permissible and non-permissible behaviours

- all staff and volunteers understand reporting obligations

- we actively promote awareness for an inclusive, positive and youth safe organisation

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

- we actively promote safety and wellness checks on a regular basis

- our risk management plan covers youth safety and wellbeing risks as well as physical risks

- we positively celebrate low or no incident of risks on a regular basis

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

- the *Child and Youth Safe Standards* are displayed in a public place and form part of regular reviews

- we have a review plan for safety and wellness. The findings from these reviews is communicated to all staff, volunteers, carers, and the broader community.

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

- our policies, code of conduct and procedures reflect best practice models

- our policies are accessible to all staff and volunteers

- our reviews to continuous improvement are regularly communicated

For more information, please visit www.decyp.tas.gov.au/youth-safe-workplaces or call Vocational Learning on (03) 6165 5404.