

Victoria's new Child Safe Standards

What's changing?

Compare current and new Child Safe Standards

The Child Safe Standards (the Standards) commenced in Victoria in January 2016. After five years, we have seen how the Standards improve safety for children and young people.

Changes are being made to make our Standards even stronger.

Organisations* covered by the Standards will need to comply with new Standards by **1 July 2022**. Until then, the current Standards apply.

The new Standards set out minimum requirements and outline the actions organisations must take to keep children and young people safe. They provide more clarity for organisations and are more consistent with Standards in the rest of Australia.

The things organisations already do to keep children and young people safe will help them be compliant with the new Standards. In some areas, organisations will need to change or develop their current child safety policy, practices and organisational culture to meet the new Standards.

This guide will be helpful to organisations as they get to know the new Standards and start to review their child safety policies, procedures and practices to identify new actions they need to take to comply with the new Standards. The guide *What's new? Overview of the new Child Safe Standards* and the Commission's *Frequently Asked Questions* may also be helpful.

Further information and guidance will be provided over the coming months to help organisations, and you can subscribe [here](#) to receive emails when new information and guidance is released by the Commission.

The table below compares the current Standards with the new Standards and highlights what is changing. If you would like to see a complete version of the new Standards, please refer to *What's new? Overview of the new Child Safe Standards*.

* All references to 'relevant entities' have been replaced in this document with 'organisation/s' for reasons of accessibility. A relevant entity is defined in section 3(1) of the *Child Wellbeing and Safety Act 2005* and captures entities that are subject to the Child Safe Standards.



Current Child Safe Standards (in effect until 30 June 2022)	New Child Safe Standards (commencing 1 July 2022)	What's changing?	Useful resources
<p>No direct equivalent, but relates to Principle 1 – Promoting the cultural safety of Aboriginal children.</p>	<p>New Child Safe Standard 1 – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued</p> <p>In complying with Child Safe Standard 1, an organisation must, at a minimum, ensure:</p> <ol style="list-style-type: none"> 1.1 A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported. 1.2 Strategies are embedded within the organisation which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people. 1.3 Measures are adopted by the organisation to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism are addressed with appropriate consequences. 1.4 The organisation actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families. 1.5 All of the organisation's policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families. 	<p>The Review of Victoria's Child Safe Standards recommended cultural safety for Aboriginal children and young people be a stand-alone principle. This is reflected in the new Child Safe Standard 1.</p> <p>While cultural awareness and sensitivity are important foundations, by themselves they do not necessarily ensure Aboriginal children and young people experience cultural safety within organisations. The new Child Safe Standard 1 requires organisations to create a culturally safe environment for Aboriginal children and young people. Organisations must meet this requirement regardless of whether or not they know that there are Aboriginal children and young people currently using their services or facilities. This includes measures for identifying and responding to instances of racism.</p> <p>This new Child Safe Standard 1 means that most organisations will need to improve their current approach to creating a safe environment for Aboriginal children and young people and their families. Implementing this Standard will require ongoing effort, not just a once-off change.</p> <p>Achieving a culturally safe organisation involves:</p> <ul style="list-style-type: none"> • supporting Aboriginal children and young people to express their culture • ensuring all staff and volunteers receive relevant cultural training so they have an understanding of Aboriginal culture, and an appreciation for culturally sensitive issues • identifying and addressing incidences of racism with the involvement of Aboriginal children and young people, and their families, and • ensuring the organisation's policies, procedures, systems, processes and measures create a culturally safe and inclusive environment for Aboriginal children and young people. 	<p>Secretariat of National Aboriginal and Islander Child Care (SNAICC) has developed resources to support organisations working with Aboriginal and Torres Strait Islander children, young people and communities to create child safe environments.</p> <p>The Commission's Guide for Creating a Child Safe Organisation also has some relevant guidance in the 'Child safety through respect for diversity and cultural difference' section.</p> <p>The Commission is developing new dedicated resources to assist organisations to comply with new Child Safe Standard 1.</p>

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<p>Principle 1 – Promoting the cultural safety of Aboriginal children.</p> <p>Principle 2 – Promoting the cultural safety of culturally and/or linguistically diverse children.</p> <p>Principle 3 – Promoting the safety of children with a disability.</p>	<p>New Child Safe Standard 5 – Equity is upheld and diverse needs respected in policy and practice</p> <p>In complying with Child Safe Standard 5, an organisation must, at a minimum, ensure:</p> <p>5.1 The organisation, including staff and volunteers, understands children and young people's diverse circumstances, and provides support and responds to those who are vulnerable.</p> <p>5.2 Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.</p> <p>5.3 The organisation pays particular attention to the needs of children and young people with disability, children and young people from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and young people.</p> <p>5.4 The organisation pays particular attention to the needs of Aboriginal children and young people and provides/promotes a culturally safe environment for them.</p>	<p>The Child Safe Standards have always required organisations to recognise and respond to diversity and understand that some children are more vulnerable to abuse than others. This requirement is currently captured in three overarching principles promoting the:</p> <ul style="list-style-type: none"> • cultural safety of Aboriginal children • cultural safety of children from culturally and/or linguistically diverse backgrounds, and • safety of children with disability. <p>The new Child Safe Standard 5 has requirements for organisations that are similar to the current Standards to:</p> <ul style="list-style-type: none"> • be aware of, and sensitive to, the diverse backgrounds, circumstances and needs of Aboriginal children and young people, culturally and/or linguistically diverse children and young people and children and young people with disability • attend to any adjustments to provide equal protection for all children and young people. <p>However, the new Child Safe Standard 5 creates additional specific obligations on organisations, including their staff and volunteers, to:</p> <ul style="list-style-type: none"> • give particular attention to the needs of children and young people who identify as lesbian, gay, bisexual, transgender or intersex • give particular attention to the needs of children and young people unable to live at home (for example children and young people in out of home care or custodial settings). <p>Given the new Standard's focus on understanding children's diverse circumstances, organisations will also need to give attention to the needs of non-binary and gender diverse children.</p> <p>Organisations must ensure they provide children and young people with access to information, support and complaints processes that are culturally safe and easy to understand.</p>	<p>Secretariat of National Aboriginal and Islander Child Care (SNAICC) has developed resources to support organisations working with Aboriginal and Torres Strait Islander children, young people and communities to create child safe environments.</p> <p>The Commission's Guide for Creating a Child Safe Organisation provides some useful guidance on supporting the needs of diverse groups of young people, especially Aboriginal children, culturally and/or linguistically diverse children and children with disability.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 4 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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<p>Child Safe Standard 1 – Strategies to embed an organisational culture of child safety, including through effective leadership arrangements</p>	<p>New Child Safe Standard 2 – Child safety and wellbeing is embedded in organisational leadership, governance and culture</p> <p>2.2 A child safe culture is championed and modelled at all levels of the organisation from the top down and bottom up.</p> <p>2.3 Governance arrangements facilitate implementation of the child safety and wellbeing policy at all levels.</p> <p>2.5 Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.</p> <p>2.6 Staff and volunteers understand their obligations on information sharing and record keeping.</p>	<p>The new Child Safe Standard 2 reflects many aspects of current Child Safe Standards 1, 2 and 3. As outlined in the Guide for Creating a Child Safe Organisation, this requires organisations to adopt the following:</p> <ul style="list-style-type: none"> • a public commitment to child safety • a child safe culture at all levels of the organisation • a Code of Conduct setting out responsibilities and appropriate behavioural standards with children and young people, and • risk management strategies to prevent abuse. <p>Collectively, these actions reflect the organisation's commitment to child safety.</p> <p>In addition to referring to child safety, the new Child Safe Standard 2 includes reference to child wellbeing, requiring governance arrangements to implement child safety and wellbeing policy at all levels.</p> <p>The new Child Safe Standard 2 also has a greater emphasis on the importance of information sharing and record keeping within an organisation, aimed at fostering a child safe culture at all levels. The management of risks to children is required to be embedded in organisational leadership, governance and culture.</p> <p>Organisations will need to consider if the organisational environment, systems and processes effectively support the sharing of information at all levels about the risks to children and young people, and the extent to which all staff and volunteers understand their obligations in this regard.</p> <p>While governance arrangements vary across organisations, they must support 'top down and bottom up' implementation of the child safe policy, with leaders actively modelling a child safe culture.</p>	<p>The Commission's Guide for Creating a Child Safe Organisation has some relevant guidance in the sections on current Standards 1, 2 and 3.</p> <p>The New South Wales Office of the Children's Guardian's Codes of Conduct: a guide to developing child safe Codes of Conduct provides extensive advice on developing a child safe Code of Conduct.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 1 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>
<p>Child Safe Standard 2 – A Child Safe Policy or Statement of Commitment to Child Safety</p>	<p>2.1 The organisation makes a public commitment to child safety.</p>	<p>The management of risks to children is required to be embedded in organisational leadership, governance and culture.</p> <p>Organisations will need to consider if the organisational environment, systems and processes effectively support the sharing of information at all levels about the risks to children and young people, and the extent to which all staff and volunteers understand their obligations in this regard.</p>	
<p>Child Safe Standard 3 – A Code of Conduct that establishes clear expectations for appropriate behaviour with children</p>	<p>2.4 Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.</p>	<p>While governance arrangements vary across organisations, they must support 'top down and bottom up' implementation of the child safe policy, with leaders actively modelling a child safe culture.</p>	

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<p>Child Safe Standard 4 – Screening, supervision, training and other human resource practices that reduce the risk of child abuse by new and existing personnel</p>	<p>New Child Safe Standard 6 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice</p> <p>In complying with Child Safe Standard 6, an organisation must, at a minimum, ensure:</p> <p>6.1 Recruitment, including advertising, referee checks and staff and volunteer preemployment screening, emphasise child safety and wellbeing.</p> <p>6.2 Relevant staff and volunteers have current working with children checks or equivalent background checks.</p> <p>6.3 All staff and volunteers receive an appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.</p> <p>6.4 Ongoing supervision and people management is focused on child safety and wellbeing.</p>	<p>The new Child Safe Standard 6 positions child safety and wellbeing as a primary consideration in all decisions regarding recruitment of individuals and engagement of volunteers.</p> <p>Under current Child Safe Standard 4, organisations are already required to develop and implement policies and procedures for recruitment processes, as well as supervision, training and performance management of staff and volunteers, to reduce the risk of child abuse. These requirements include:</p> <ul style="list-style-type: none"> • considering and promoting child safety in job descriptions, duty statements and job advertisements • assessing the suitability of potential staff or volunteers through screening including identity checks, qualification verifications, work history checks and verbal referee checks • conducting values-based interviews to assess the suitability of applicants and make sure they value and respect children's rights, and • requiring Working with Children Checks and Police checks for relevant staff and volunteers. <p>Current Child Safe Standard 4 also requires organisations to undertake staff development, supervision and performance monitoring with a view to child safety. This is retained under the new Child Safe Standard 6.</p> <p>In addition, the new Child Safe Standard 6 requires organisations to inform staff and volunteers about:</p> <ul style="list-style-type: none"> • the organisation's record keeping processes in relation to child safety and wellbeing • information sharing and reporting obligations. 	<p>The Commission's Guide for Creating a Child Safe Organisation has extensive guidance on recruitment and selection processes, screening, supervision, training, development and performance monitoring of staff and volunteers that support child safety.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 5 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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<p>Child Safe Standard 4 – Screening, supervision, training and other human resource practices that reduce the risk of child abuse by new and existing personnel</p>	<p>New Child Safe Standard 8 – Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training</p> <p>In complying with Child Safe Standard 8, an organisation must, at a minimum, ensure:</p> <p>8.1 Staff and volunteers are trained and supported to effectively implement the organisation's child safety and wellbeing policy.</p> <p>8.2 Staff and volunteers receive training and information to recognise indicators of child harm including harm caused by other children and young people.</p> <p>8.3 Staff and volunteers receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.</p> <p>8.4 Staff and volunteers receive training and information on how to build culturally safe environments for children and young people.</p>	<p>The current Child Safe Standards already require that staff and volunteers are provided with relevant policies and procedures and training to support them to play a role in creating a safe environment for children.</p> <p>The new Child Safe Standard 8 incorporates aspects of current Child Safe Standards (including current Child Safe Standards 4, 5 and 6). However, it is more prescriptive and makes explicit the requirements for organisations to provide training to staff and volunteers on:</p> <ul style="list-style-type: none"> • implementing the child safety and wellbeing policy • building culturally safe environments for children and young people • recognising indicators of harm (including that caused by other children and young people), and • responding effectively to child safety issues and concerns and supporting colleagues who disclose harm. <p>While organisations must provide staff and volunteers with appropriate training on commencement as part of an induction program (see new Child Safe Standard 6), the new Child Safe Standard 8 includes a clear requirement for organisations to provide ongoing education and training that is tailored to the relevant needs of staff and volunteers and factors in the complexity of the work with children and young people undertaken by the organisation.</p>	<p>The Commission's Guide for Creating a Child Safe Organisation contains some information on the knowledge, skills and awareness staff and volunteers need to keep children and young people safe.</p> <p>The Commission's website contains guidance on the Reportable Conduct Scheme for organisations that are subject to this scheme.</p> <p>The Department of Education and Training's guidance for schools has useful information about the signs of different abuse types.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 7 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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<p>Child Safe Standard 5 – Processes for responding to and reporting suspected child abuse</p>	<p>New Child Safe Standard 7 – Processes for complaints and concerns are child focused</p> <p>In complying with Child Safe Standard 7, an organisation must, at a minimum, ensure:</p> <p>7.1 The organisation has an accessible, child focused complaint handling policy which clearly outlines the roles and responsibilities of leadership, staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.</p> <p>7.2 Effective complaint handling processes are understood by children and young people, families, staff and volunteers, and are culturally safe.</p> <p>7.3 Complaints are taken seriously, and responded to promptly and thoroughly.</p> <p>7.4 The organisation has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and co-operates with law enforcement.</p> <p>7.5 Reporting, privacy and employment law obligations are met.</p>	<p>The new Child Safe Standard 7 emphasises the importance of processes for complaints being child focused and accessible to children and young people and their families, as well as staff and volunteers. Consistent with current Child Safe Standard 5, it requires organisations to have processes for responding to and reporting incidences of suspected child abuse.</p> <p>The new Standard 7 makes explicit the obligations for organisations to:</p> <ul style="list-style-type: none"> • take complaints seriously, and respond to them promptly and thoroughly • co-operate with law enforcement agencies regarding complaints and concerns, and report to relevant authorities, regardless of legal obligation to report • have child focused complaints handling policies and processes, and compliance with privacy laws, reporting obligations and employment law • have complaints processes that are understood broadly (including by children young people, their families, staff and volunteers) and are culturally safe. 	<p>The Commission's Guide for Creating a Child Safe Organisation provides relevant advice on reporting policies and procedures. The Commission's website contains guidance on the Reportable Conduct Scheme for organisations that are subject to this scheme.</p> <p>The National Office for Child Safety has published resources on creating child-focused and accessible complaints processes.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 6 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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<p>Child Safe Standard 6 – Strategies to identify and reduce or remove risks of child abuse</p>	<p>New Child Safe Standard 9 – Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed</p> <p>In complying with Child Safe Standard 9, an organisation must, at a minimum, ensure:</p> <p>9.1 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.</p> <p>9.2 The online environment is used in accordance with the organisation's Code of Conduct and child safety and wellbeing policy and practices.</p> <p>9.3 Risk management plans consider risks posed by organisational settings, activities, and the physical environment.</p> <p>9.4 Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.</p>	<p>Under current Child Safe Standard 6, organisations already need to have strategies aimed at identifying, reducing or removing the risk of abuse of children and young people.</p> <p>The new Child Safe Standard 9 is different to the current Standard in that:</p> <ul style="list-style-type: none"> • it places a positive responsibility on ensuring relevant environments promote child safety and wellbeing (not just on identifying and removing possible harm in those environments), including addressing risks from adult to child and child to child interactions • it emphasises online environments in addition to physical environments, which is important given the way many services have shifted to online delivery during the COVID-19 pandemic • it specifically requires that procurement policies ensure the safety of children and young people if the organisation contracts facilities and services from third parties. <p>The COVID-19 pandemic has focused attention on how important it is for organisations to update their policies, procedures and practices to make sure they keep up with the changing risks to children and young people and properly manage the risks in online environments.</p>	<p>The Commission's Guide for Creating a Child Safe Organisation provides advice on identifying and mitigating risks of abuse.</p> <p>The Commission's Keeping Children and Young People Safe Online during the COVID-19 pandemic provides useful tips and links.</p> <p>The eSafety Commissioner provides extensive practical advice on keeping children safe online.</p> <p>The Australian Human Rights Commission's Checklist for online safety and e-learning module on National Principle 8 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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<p>Child Safe Standard 7 – Strategies to promote the participation and empowerment of children</p>	<p>New Child Safe Standard 3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously</p> <p>In complying with Child Safe Standard 3, an organisation must, at a minimum, ensure:</p> <p>3.1 Children and young people are informed about all of their rights, including to safety, information and participation.</p> <p>3.2 The importance of friendships is recognised and support from peers is encouraged, to help children and young people feel safe and be less isolated.</p> <p>3.3 Where relevant to the setting or context, children and young people are offered access to sexual abuse prevention programs and to relevant related information in an age appropriate way.</p> <p>3.4 Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children and young people to express their views, participate in decision-making and raise their concerns.</p> <p>3.5 Organisations have strategies in place to develop a culture that facilitates participation and is responsive to the input of children and young people.</p> <p>3.6 Organisations provide opportunities for children and young people to participate and are responsive to their contributions, thereby strengthening confidence and engagement.</p>	<p>Under current Child Safe Standard 7, organisations are already required to employ strategies aimed at promoting the participation and empowerment of children and young people. These obligations are retained under the new Child Safe Standard 3.</p> <p>The new Child Safe Standard 3 also requires organisations to inform children and young people about their rights such as those in the United Nations Convention on the Rights of the Child (CRC) including:</p> <ul style="list-style-type: none"> • the right to participate and be heard • the right to be safe and not harmed by anyone • the right to live and grow up healthy • the right to express their views and have a say about decisions that affect them, and • the right to information, such as information about the policies and procedures that affect them. <p>Organisations must ensure that staff and volunteers receive appropriate training so that they understand their obligations and responsibility to support children and young people.</p> <p>There are also new specific obligations on organisations to:</p> <ul style="list-style-type: none"> • recognise the importance of friendships and encourage support from peers, to help children and young people feel safe and be connected • equip staff and volunteers to identify the signs of harm to children. <p>Relevant training should equip staff and volunteers to communicate with children and young people in a way that is appropriate for their age, maturity and capability.</p> <p>The Royal Commission into institutional responses to child sexual abuse recommended that, as part of a national strategy to prevent child abuse, sexual abuse prevention programs should be delivered through preschool, school and other community institutional settings to increase children's knowledge of child sexual abuse and self-protection strategies. Where relevant, organisations should ensure children and young people are offered programs of this kind.</p>	<p>The Commission's Empowerment and participation: a guide for organisations working with children and young people provides practical, accessible guidance for organisations about empowerment and participation and how to put it into practice.</p> <p>Many children's rights are established under the United Nations Convention on the Rights of the Child. The United Nations has published a simplified version.</p> <p>The Department of Education and Training's guidance for schools has useful information about the signs of different abuse types.</p> <p>The Commission's Guide for Creating a Child Safe Organisation has some relevant guidance in the section on current Standard 7.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 2 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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No direct equivalent	<p>New Child Safe Standard 4 – Families and communities are informed, and involved in promoting child safety and wellbeing</p> <p>In complying with Child Safe Standard 4, an organisation must, at a minimum, ensure:</p> <p>4.1 Families participate in decisions affecting their child.</p> <p>4.2 The organisation engages and openly communicates with families and the community about its child safe approach and relevant information is accessible.</p> <p>4.3 Families and communities have a say in the development and review of the organisation's policies and practices.</p> <p>4.4 Families, carers and the community are informed about the organisation's operations and governance.</p>	<p>The new Child Safe Standard 4 highlights the importance of families and communities in promoting child safety and wellbeing. A number of the 'action areas' under the new Child Safe Standard 4 already exist as recommendations for good practice in the Guide for Creating a Child Safe Organisation.</p> <p>The requirement to involve families and communities through a dedicated Standard supports consistent practice across organisations in this area and fosters a more open and transparent child safe culture for families and communities.</p> <p>Under new Child Safe Standard 4, organisations must take action to ensure they:</p> <ul style="list-style-type: none"> • seek the input of families and communities in decisions impacting children and young people • involve families and communities in the development and review of their child safe policies and practices • communicate effectively with families and communities about how to raise child safety concerns and how the organisation operates • take into account the diversity of families and act to reduce barriers to inclusion. <p>By creating a safe and inclusive culture, children and young people, families and communities can feel their identity and culture are respected and valued. The new Child Safe Standard 4 also links with the new Child Safe Standard 1 (Aboriginal cultural safety) and new Child Safe Standard 5 (equity and diversity).</p>	<p>Involving families and communities is already recommended as good practice in the Guide for Creating a Child Safe Organisation.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 3 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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No direct equivalent	<p>New Child Safe Standard 10 – Implementation of the Child Safe Standards is regularly reviewed and improved</p> <p>In complying with Child Safe Standard 10, an organisation must, at a minimum, ensure:</p> <p>10.1 The organisation regularly reviews, evaluates and improves child safe practices.</p> <p>10.2 Complaints, concerns and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement.</p> <p>10.3 The organisation reports on the findings of relevant reviews to staff and volunteers, community and families and children and young people.</p>	<p>Under section 23 of the <i>Child Wellbeing and Safety Act 2005</i>, the Commission already promotes continuous improvement by organisations so that the safety of children is promoted, child abuse is prevented and allegations of child abuse are properly responded to.</p> <p>The new Child Safe Standard 10 emphasises the importance of continuous improvement in child safe practices. It contains new obligations for organisations to:</p> <ul style="list-style-type: none"> • analyse complaints, concerns and safety incidents to identify causes and systemic failures to inform continuous improvement • report on the findings of relevant reviews of child safe practices to staff and volunteers, community and families and children and young people. 	<p>The Commission's Guide for Creating a Child Safe Organisation provides a self-assessment tool (available as a Word file) to help organisations review their child safety framework against the current Child Safe Standards. A new tool will be published to support reviews against the new Child Safe Standards.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 9 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>

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No direct equivalent (relates to all Standards)	<p>New Child Safe Standard 11 – Policies and procedures document how the organisation is safe for children and young people</p> <p>In complying with Child Safe Standard 11, an organisation must, at a minimum, ensure:</p> <p>11.1 Policies and procedures address all Child Safe Standards.</p> <p>11.2 Policies and procedures are documented and easy to understand.</p> <p>11.3 Best practice models and stakeholder consultation informs the development of policies and procedures.</p> <p>11.4 Leaders champion and model compliance with policies and procedures.</p> <p>11.5 Staff and volunteers understand and implement policies and procedures.</p>	<p>The current Child Safe Standards already require organisations to have policies and procedures that support implementation of child safe practices. Organisations already have to develop and implement a child safe policy or statement of commitment to child safety, a code of conduct and processes for responding to and reporting suspected child abuse.</p> <p>The new Child Safe Standard 11 makes explicit requirements that all eleven of the Child Safe Standards are incorporated in the policies and procedures of organisations. Organisations will need to consider their current policies and procedures to ensure they reflect all of the new Standards.</p> <p>The new Child Safe Standard 11 also requires organisations to consider the accessibility of their policies and procedures to staff and volunteers and ensure they understand them. Policies and procedures must also be made accessible and able to be understood by children and young people. A broader range of material may need to be produced and shared in different formats, including child-friendly, plain language, accessible and translated versions to ensure everyone can understand child safe policies and procedures.</p> <p>The development, implementation and review of policies and procedures should be done in consultation with relevant stakeholders, including children and young people. Policies and procedures should be accessible to all, championed by leaders, well understood by those they apply to and implemented effectively.</p>	<p>The Commission's Guide for Creating a Child Safe Organisation provides sample policies and useful guidance in the section on current Standard 2.</p> <p>The Australian Human Rights Commission's e-learning module on National Principle 10 provides useful advice and can be accessed via the Child Safe Organisations e-learning portal.</p>