

Child Safety and Wellbeing Policy

The Debaters Association of Victoria Incorporated (DAV) has an ethical and legal duty to ensure that all children who participate in DAV programs feel safe, empowered and respected. This *Child Safety and Wellbeing Policy* facilitates and demonstrates the DAV's compliance with these duties and with Child Safe Standard 11, and implements the commitment made by the DAV in its *Statement of Commitment to Child Safety*.

Definitions

In this policy, “members” refers to those DAV members who are natural persons (per section 3 (1) of the DAV Constitution), and “Staff” refers to the waged employees of the DAV.

Legal Framework

The DAV has responsibilities under the *Child Wellbeing and Safety Act 2005 (Vic)* to implement measures to protect children. These include:

- compliance with Working with Children Check requirements;
- implementation of, and compliance with, the Child Safety Standards of 2021 (Vic); and
- reporting of suspected or known child abuse.

The DAV also owes a duty of care towards participants engaged in DAV activities. Under section 91 of the *Wrongs Act 1958 (Vic)*, the DAV is presumed to have breached its duty of care towards children who suffer harm in the course of DAV activities, unless the DAV can demonstrate that measures are in place to ensure that children are safe.

Child Safe Standards 2021

The Child Safe Standards (the Standards) were revised and came into effect on 1 July 2022. The Standards are in place to ensure all relevant organisations comply with the *Child Wellbeing and Safety Act 2005 (Vic)* and to ensure they meet all requirements to keep children and young people safe. Details of the Standards are at Appendix 1 of this Policy.

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

Child Safe Standard 2 – Child safety and wellbeing is embedded in organisational leadership, governance and culture

Child Safe Standard 3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously

Child Safe Standard 4 – Families and communities are informed, and involved in promoting child safety and wellbeing

Child Safe Standard 5 – Equity is upheld, and diverse needs respected in policy and practice

Child Safe Standard 6 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice

Child Safe Standard 7 – Processes for complaints and concerns are child focused

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

Child Safe Standard 9 – Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed

Child Safe Standard 10 – Implementation of the Child Safe Standards is regularly reviewed and improved

Child Safe Standard 11 – Policies and procedures document how the organisation is safe for children and young people

It is the intention of DAV to ensure the organisation is fully compliant with the Standards through this policy and all related documents and procedures.

Responsibility

This policy has been adopted by the DAV Executive and applies at all DAV events. This policy is overseen by the DAV President, who will report to the DAV Executive on its implementation and any issues that arise under it. The DAV Executive is responsible for ensuring governance requirements are met.

The DAV Executive appoints a Child Safety Delegate (nominated as the Executive Officer) to assist the President in implementing and overseeing this policy and to perform the duties relating to Child Safety during any absence of the President.

Executive members have a responsibility to ensure that they are informed of this policy so that the Association continues to meet its Child Safety requirements.

It is the responsibility of all DAV Staff, Executive members, Members and participants to promote the safety and inclusion of children and ensure that this policy is complied with.

Appointment to Positions of Authority

Members of the DAV Executive are elected annually at the DAV's Annual Meeting of Council, except where they hold an ex officio position (Executive Officer or Immediate Past President) or are co-opted as a member without portfolio or to fill a vacancy on the Executive.

To address compliance with Standard 11, this Policy is distributed to all Executive members upon joining the DAV Executive. It is also distributed with the notice of the Annual Meeting of Council, and where the Executive requests applications for co-opted positions.

The DAV Executive also appoints members to position of authority within the organisation. These include Regional Co-ordinators, who are responsible for running DAV events and competitions and act as primary representatives of the Association.

The DAV Executive must not appoint a person to a position of authority unless they are satisfied that the appointee is an appropriate person to work with children and will ensure that this policy is complied with.

Staff Recruitment and Training

To address compliance with Standard 6, the DAV is committed to ensuring that all Staff who have contact with children are aware of their obligations and appropriate standards of behaviour to be maintained around children. All DAV Staff are expected to comply with this Policy and the Child Safe Code of Conduct and must hold a current Working with Children Check.

The DAV requires that all employment contracts include a term mandating compliance with this Policy. By signing the contract, all Staff commit to compliance with the Policy and related documents.

The DAV commits to providing onboarding/induction training and support to Staff members to ensure that they are supported and empowered to comply with this policy across the Association. To address compliance with Standard 8, the training includes information on how to recognise indicators of child harm, and how to respond effectively to issues of child safety and wellbeing and how to support colleagues who disclose harm.

Annual Child Safe Standards revision training is provided to all Staff to ensure they remain compliant with this Policy and the Standards.

Members Recruitment and Training

The DAV is a membership-based organisation. The relationship between the DAV and members is governed by the DAV Constitution. The DAV values the contributions of members to the Association and recognises that many of its activities would not be possible without the time volunteered by its members.

To address compliance with Standard 6, when promoting membership to potential members of the DAV, the Association ensures that all material re-states its commitment to the safety of children at its activities and all procedures for recruitment and training are met.

Members working with children will also be required to read, sign and comply with the DAV Child Safe Code of Conduct.

All DAV members who participate in DAV programs (including but not limited to the DAV Schools Competition, Junior Secondary Program, external training, public speaking, parliamentary debating, and regional debating programs) are required to become accredited adjudicators.

To address compliance with Standards 6 and 8, the DAV confirms that the accreditation process includes current information and training to Members on their responsibilities when working with children. The training includes information on how to recognise indicators of child harm, including harm caused by other children and young adults, and how to respond effectively to issues of child safety and wellbeing. The training also addresses how to build culturally safe environments for children and young people.

Annual Child Safe Standards revision training is provided to all Members to ensure they remain compliant with this Policy and the Standards. An exception to this is for any Member who receives annual Child Safe Standards revision training in their line of work e.g., as a teacher or other related workforce. Evidence of this training should be provided to the DAV on completion each year.

Working with Children Check

To protect children from potential harm or sexual abuse, all people who work directly with children under 18 years of age must have a Working with Children check (WWC check) unless an exemption applies.

The DAV ensures that all Staff (where they have direct contact with children) and Members comply with Working with Children Check requirements unless they are exempt. In line with the *Worker Screening Act 2020* (Vic) these exemptions include those who:

- hold a professional role which exempts them from this requirement – they are registered with the Victorian Institute of Teaching or are a Victorian police officer
 - are under the age of 18 years and are providing services to DAV as a Member (not a salaried member of Staff)
- are not normally resident in Victoria (see below).

It should be noted that, where an Executive Member does not hold a Working with Children Check, the DAV Executive may alter their duties to ensure that they do not come into contact with children or request the Executive Member to obtain a check.

Interstate participants and programs

Occasionally the DAV conducts programs which may involve:

- interstate participants coming to Victoria, or
- Victorian participants travelling interstate (e.g. the National Schools Debating Championships).

Where members are not ordinarily resident in Victoria, they should hold the equivalent of the Working with Children Check in their home state or territory. The President or Child Safety Delegate must still ensure that the Volunteer complies with the DAV Child Safe Policy and must be satisfied that the person has the appropriate training, skills, and demeanour to work with children before granting an exemption under s116 of the *Worker Screening Act 2020 (Vic)*.

Where members who are normally resident in Victoria are required to travel interstate, the President or Child Safety Delegate must check the relevant requirements for the state in question. Most states and territories will allow short visits by people holding Victorian Working with Children Checks without them needing to apply for a check in that state, however this should be confirmed at the time of the planned visit in case of changes to the interstate law.

Register of Working with Children Checks

As outlined above, the DAV requires that all Members (and Staff, unless they do not work directly with children and young adults) obtain a Working with Children Check when involved in DAV activities. Working with Children checks for Members (Volunteers) do not require payment of a fee.

The DAV Staff are responsible for maintaining a register of Working with Children Checks and ensuring that this is kept up to date. Members are required to upload evidence of their Working with Children Check via the DAV website. Monitoring of compliance with the checks and expiry dates is undertaken by a third party (Sam4Schools) who notify the DAV when expiry dates are approaching. A report on the status of the register and any issues relating to the Working with Children Check is provided to the DAV Executive for their information at all regular meetings.

Schools are advised that all Members attending their premises on behalf of DAV hold a current Working with Children Check. Schools may request the Member to show their Working with Children Check on arrival at the school or event and DAV Members should provide this on request. DAV should not provide any personal information about Members directly to a school.

Risk Management Framework

To address compliance with Standard 9, the DAV is committed to ensuring that it minimises any risks to the health, safety and wellbeing of children and other participants at in-person or online DAV events, where appropriate.

The DAV will undertake a risk assessment of its activities and implement measures as necessary to ensure that it reduces any risks identified as part of this process. The DAV will annually review its risk assessments and ensure that it is updated when it is provided with additional information or as part of a review of its procedures after receiving a complaint or otherwise being notified of an incident (see below).

Content and Inclusion

To address compliance with Standard 5, the DAV provides information to schools and community organisations about DAV programs and events in an appropriate and equitable way. This includes information available on the DAV website, and that provided verbally or in writing through Staff and Members.

The Vice-President (Schools) is responsible for overseeing topic selection across the DAV Competitions. While the DAV seeks to promote debate, engagement and critical analysis of contemporary issues, the Vice-President (Schools) is still responsible for ensuring that all content prepared by the DAV is appropriate for school children. This may include issuing guidelines or providing training to other DAV Staff, members or Members involved in setting topics or preparing resources as appropriate.

To address compliance with Standards 1 and 5, the DAV promote diversity and acceptance and people from all walks of life and cultural backgrounds are welcome to attend the DVA programs. In particular, we:

- promote the cultural safety, participation and empowerment of Aboriginal children and young adults
- promote the cultural safety, participation and empowerment of children and young adults from culturally and/or linguistically diverse backgrounds
- consider the needs of children and young people who are unable to live at home
- consider the needs of lesbian, gay, bisexual, transgender and intersex children and young people
- ensure that children with a disability are safe and can participate equally.

All DAV personnel involved in preparing topics and content should be aware of and consider the impact of material on Aboriginal and Torres Strait islanders and individuals from vulnerable backgrounds. DAV personnel should be aware of the broad and diverse range of cultures and beliefs held by participants engaged in DAV activities and ensure that positive steps are taken to ensure that equal participation in DAV activities is facilitated.

To address compliance with Standard 3, when giving feedback to children, DAV personnel should ensure that it is done in a fashion which encourages children to be heard and engaged in the process. Criticism should always be constructive and presented in a manner which encourages children to develop and grow. Criticism should never be scathing, demeaning or humiliating and should always be paired with concrete ways for students to improve. This can only be achieved by ensuring that feedback is tailored towards individuals (taking into account their age and experience) and should also recognise and celebrate the successes of children involved in DAV programs. The Vice-President (Adjudication & Training) is responsible for overseeing the training provided to the DAV adjudicators and should ensure that they are provided with the training and tools needed to meet this standard.

Reporting of Allegations, Concerns, Complaints and Incidents

To address compliance with Standard 7, the DAV President and Child Safety Delegate are responsible for overseeing any complaints, reports of child abuse, or other concerns which may impact upon, or be received from, children and young adults participating in DAV competitions.

Allegations or concerns about child abuse

Under the *Child Wellbeing and Safety Act 2005 (Vic)* all adults have an obligation to report any allegations or concerns about child abuse that come to their attention. This obligation arises whenever an individual forms a reasonable belief that an incident has occurred. Reportable incidents include:

- a sexual offence committed against, with or in the presence of, a child;
- sexual misconduct, committed against, with or in the presence of, a child;
- physical violence committed against, with or in the presence of, a child;
- any behaviour that causes significant emotional or psychological harm to a child; and
- significant neglect of a child.

Signs that a child may have been the victim of abuse may include:

- a child states they or someone they know has been abused (noting that sometimes the child may in fact be referring to themselves);
- behaviour consistent with that of an abuse victim is observed;
- someone else has raised a suspicion of abuse but is unwilling to report it; and
- observing suspicious behaviour.

DAV personnel and other participants in DAV events should report any allegations or suspicions of child abuse to the DAV President or Child Safety delegate, who are responsible for ensuring that the Commission for Children and Young People and (where appropriate) Victoria Police are notified in accordance with the Child Wellbeing and Safety Act.

Where DAV personnel become aware of allegations of abuse at a DAV event, this report can be made through the Regional Co-ordinator, or any DAV Staff members present.

If DAV members have reason to believe that a child is in immediate danger, they should first call 000 before following this process.

The DAV President or Child Safety delegate will also be responsible for liaising with any schools or other relevant parties as required.

Complaints received from Children and Young Adults

All concerns or complaints received from a child or young adult by any DAV Staff or Member must be taken seriously and handled in a manner that is appropriate to the needs of the child or young adult. In all such circumstances, the parent or guardian and the school representative must be included in the management of the complaint. The DAV President or Child Safety Delegate must be informed at the earliest opportunity and the complaint addressed in a timely manner.

Risk management relating to concerns or complaints

The DAV President and Child Safety Delegate should take all reasonable steps to ensure that any risk of abuse to children is mitigated. Following a complaint or incident report involving abuse to children, the DAV President and Child Safety Delegate should review any relevant risk assessments or processes to ensure that they still adequately protect the safety of children. The DAV President and Child Safety Delegate should report to the DAV Executive on any incidents which occur, and the steps taken to resolve them or to notify the relevant authorities.

Where other incidents occur which affect the participation of children, a report should be made to the relevant member of the DAV Executive. Complaints concerning the conduct of participants at DAV Competitions or relating to the content of DAV materials and topics should be directed to the Vice-President (Schools). Complaints concerning the nature of feedback given by DAV adjudicators should be directed towards the Vice-President (Adjudication & Training). The DAV President and DAV Staff are able to assist in directing complaints or dealing enquiries about DAV policies and processes. The relevant Vice-President should also report complaints as required by the DAV Rules for Competitions and periodically review any processes which they are responsible for overseeing.

Any complaints or concerns received are tabled at the next available Executive meeting to ensure governance processes are fulfilled.

Privacy

The DAV is exempt from the provisions of the *Privacy and Data Protection Act 2014 (Vic)* and the *Privacy Act 1988 (Cth)*. However, the DAV will ensure that it handles all personal information and data, especially the personal information and data of children, in line with community expectations. The DAV may provide data to third parties where required to facilitate its competitions and programs but does not sell or provide data to third parties for a profit. The DAV takes reasonable measures to ensure that it stores data securely and does not release data to personnel or third parties where not required.

Where the DAV is provided with complaints of child abuse, the DAV treats these confidentially. Disclosure is made as required by law and may also be made to a school or other relevant body in order to facilitate the protection of children. Where reports are provided to the DAV Executive for review, individual identifying data should be redacted where it is not required to evaluate the steps taken to evaluate how policies and procedures should be improved for future events.

Victorian Schools Team

Each year the DAV sends a contingent of Members and children to participate at the National Schools Debating Championships as part of the Victorian Schools Team. The DAV recognises that NSDC is different in nature to other DAV activities, as it is a residential tournament and involves students travelling interstate under the supervision of DAV personnel, rather than parents or teachers. The Vice-President (Schools) is responsible for overseeing the VST and, in conjunction with the DAV President and Child Safety Delegate, should ensure that appropriate measures are in place to promote the welfare of participants. These measures include:

- ensuring that DAV Members have the necessary training and experience to provide pastoral care to students;
- ensuring that children qualifying past the initial stage of trials are given a briefing by the Vice-President (Schools) or their delegate outlining a point of contact other than the VST coaches, should they wish to raise any concerns;
- ensuring that all Members are supplied and comply with the DAV Child Safe Code of Conduct;
- ensuring that appropriate risk management plans and procedures are put into place to protect the welfare of children;
- ensuring that Aboriginal and Torres Strait islanders and individuals from vulnerable backgrounds are included and receive additional support as necessary; and
- responding quickly and effectively to concerns or complaints to ensure that the safety and wellbeing of participants is not jeopardised.

Fair Procedures for Staff and Members

The DAV acknowledges that its Staff and Members play a critical part in facilitating the DAV's activities. Where a complaint is raised against a member of the DAV, that member is entitled to respond to that complaint and be provided with support throughout the complaints process. Breaches of this Policy and the Child Safety Code of Conduct by DAV members are dealt with through the complaints processes outlined in the DAV Constitution and the *Associations Incorporation Reform Act 2012 (Vic)*. To avoid ambiguity, nothing in this policy or the DAV Constitution prevents the DAV from temporarily suspending or removing a member from DAV activities while a complaint is being investigated.

Where a complaint is raised against a DAV Staff member, that complaint is handled by the DAV Executive in accordance with that Staff member's employment contract and the provisions of the *Fair Work Act 2009 (Cth)*. Again, nothing in this policy is intended to prevent the DAV from suspending or altering the duties of a Staff member while a complaint is being investigated.

Executive Meeting Awareness

The DAV Executive will use this Policy to guide how it structures and monitors the DAV's activities. All members of the DAV Executive will be provided with a copy of this policy on joining the DAV Executive and will be required to certify that they are familiar with its contents. Meetings of the DAV Executive includes Child Safety as a standing agenda item in order to facilitate oversight of this policy and the DAV's activities.

To address compliance with Standard 2, the Executive of the DAV will receive information relating to Child Safety at each meeting to ensure the governance requirements of the Board are met. This may include that there are no reports to be considered.

Review and Disclaimer

This Policy is scheduled to be reviewed by the DAV Executive every two years to ensure that it continues to adhere to the DAV's legal requirements, as well as the nature of the activities run by the DAV. Additionally, the implementation of this policy will also be reviewed whenever a Child Safety incident occurs.

To address compliance with Standard 4, review of this policy and related documents will include input from appropriate community representative/s, within the remit and scope of the DAV.

This Policy has been prepared for the DAV, taking into account its unique structure and scope of activities. The DAV does not warrant or represent that it will be appropriate for use in other organisations.

Contacts

The DAV President is responsible for the oversight and implementation of this Policy. The current DAV President is Ming Kang Chen, who can be contacted at president@dav.com.au.

The Vice-President (Schools) oversees the DAV Code of Conduct for Competitions and the Victorian Schools Team. The current Vice-President (Schools) can be contacted at vps@dav.com.au.

The Vice-President (Adjudication & Training) is responsible for monitoring the training of and development of DAV adjudicators. The current Vice-President (Adjudication & Training) can be contacted at vpat@dav.com.au.

The DAV Office is responsible for administering the DAV's competitions and can assist with the implementation of this policy. The DAV Office can be contacted at debater@dav.com.au or phoned at (03) 9348 9477.

From time-to-time the DAV Executive may appoint a Child Safety Delegate to assist in the implementation of this framework. At present, the DAV President is responsible for its implementation and oversight.

Annexure

Annexure A: *DAV Statement of Commitment to Child Safety*

Annexure B: *DAV Child Safe Code of Conduct*

References

Commission for Children and Young People – New Child Safe Standards

<https://ccyp.vic.gov.au/child-safe-standards/>

Child Safe Standards Templates & Resources -

<https://www.vic.gov.au/child-safety-standards-templates-resources>

Child Wellbeing and Safety Act 2005 (Vic)

Worker Screening Act 2020 (Vic)

Wrongs Act 1958 (Vic)

Privacy and Data Protection Act 2014 (Vic)

Privacy Act 1988 (Cth)

Fair Work Act 2009 (Cth)

Associations Incorporation Reform Act 2012 (Vic).

Appendix 1

Child Safe Standards 2021 – details

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

In complying with Child Safe Standard 1, an organisation must, at a minimum, ensure:

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.

Child Safe Standard 2 – Child safety and wellbeing is embedded in organisational leadership, governance and culture

In complying with Child Safe Standard 2, an organisation must, at a minimum, ensure:

2.1 The organisation makes a public commitment to child safety.

2.2 A child safe culture is championed and modelled at all levels of the organisation from the top down and bottom up.

2.3 Governance arrangements facilitate implementation of the child safety and wellbeing policy at all levels.

2.4 A Code of Conduct provides guidelines for staff and Volunteers on expected behavioural standards and responsibilities.

2.5 Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.

2.6 Staff and Volunteers understand their obligations on information sharing and recordkeeping.

Child Safe Standard 3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously

In complying with Child Safe Standard 3, an organisation must, at a minimum, ensure:

3.1 Children and young people are informed about all of their rights, including to safety, information and participation.

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.

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.

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.

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.

3.6 Organisations provide opportunities for children and young people to participate and are responsive to their contributions, thereby strengthening confidence and engagement.

Child Safe Standard 4 – Families and communities are informed, and involved in promoting child safety and wellbeing

In complying with Child Safe Standard 4, an organisation must, at a minimum, ensure:

4.1 Families participate in decisions affecting their child.

4.2 The organisation engages and openly communicates with families and the community about its child safe approach and relevant information is accessible.

4.3 Families and communities have a say in the development and review of the organisation's policies and practices.

4.4 Families, carers and the community are informed about the organisation's operations and governance.

Child Safe Standard 5 – Equity is upheld, and diverse needs respected in policy and practice

In complying with Child Safe Standard 5, an organisation must, at a minimum, ensure:

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.

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.

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.

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.

Child Safe Standard 6 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice

In complying with Child Safe Standard 6, an organisation must, at a minimum, ensure:

6.1 Recruitment, including advertising, referee checks and staff and Volunteer pre employment screening, emphasise child safety and wellbeing.

6.2 Relevant staff and Volunteers have current working with children checks or equivalent background checks.

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.

6.4 Ongoing supervision and people management is focused on child safety and wellbeing.

Child Safe Standard 7 – Processes for complaints and concerns are child focused

In complying with Child Safe Standard 7, an organisation must, at a minimum, ensure:

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.

7.2 Effective complaint handling processes are understood by children and young people, families, staff and Volunteers, and are culturally safe.

7.3 Complaints are taken seriously and responded to promptly and thoroughly.

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.

7.5 Reporting, privacy and employment law obligations are met.

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

In complying with Child Safe Standard 8, an organisation must, at a minimum, ensure:

8.1 Staff and Volunteers are trained and supported to effectively implement the organisation's child safety and wellbeing policy.

8.2 Staff and Volunteers receive training and information to recognise indicators of child harm including harm caused by other children and young people.

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.

8.4 Staff and Volunteers receive training and information on how to build culturally safe environments for children and young people.

Child Safe Standard 9 – Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed

In complying with Child Safe Standard 9, an organisation must, at a minimum, ensure:

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.

9.2 The online environment is used in accordance with the organisation's Code of Conduct and child safety and wellbeing policy and practices.

9.3 Risk management plans consider risks posed by organisational settings, activities, and the physical environment.

9.4 Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.

Child Safe Standard 10 – Implementation of the Child Safe Standards is regularly reviewed and improved

In complying with Child Safe Standard 10, an organisation must, at a minimum, ensure:

10.1 The organisation regularly reviews, evaluates and improves child safe practices.

10.2 Complaints, concerns and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement.

10.3 The organisation reports on the findings of relevant reviews to staff and Volunteers, community and families and children and young people.

Child Safe Standard 11 – Policies and procedures document how the organisation is safe for children and young people

In complying with Child Safe Standard 11, an organisation must, at a minimum, ensure:

11.1 Policies and procedures address all Child Safe Standards.

11.2 Policies and procedures are documented and easy to understand.

11.3 Best practice models and stakeholder consultation informs the development of policies and procedures.

11.4 Leaders champion and model compliance with policies and procedures.

11.5 Staff and Volunteers understand and implement policies and procedures.