

The Child and Youth Safe Organisations Framework

Volunteering Tasmania Masterclass

Acknowledgement of Country

Acknowledgement of Lived Experience

Before we begin

- We recognise the subject of child and youth safety in institutional settings may cause distress.
- If at any time you feel that you need to step away, please do so.
- Support services are listed in the chat and on our website:
www.justice.tas.gov.au/carcru/support

Housekeeping

- This webinar **won't** be live recorded, but we **will** share slides.
- Please stay muted to ensure audio is clear for participants.
- Please ask your questions in the chat so we don't miss them, and can come back to you out of the session if need be.
- We'll also be asking you questions to make today's forum interactive.
- Feel free to introduce yourself in the chat.
- **There is no such thing as a silly question.**

Questions we'll answer today

- What is the Child and Youth Safe Organisations Framework?
- Who does it legally apply to?
- What are the Child and Youth Safe Standards?
- What is the Reportable Conduct Scheme?
- How does the Framework relate to, or complement, things you are already doing?
- What resources are available to help you to comply?

What we **can't** speak to today

- Specific and/or formal compliance advice
- Legal advice
- An in-depth grasp of your organisation and how it operates

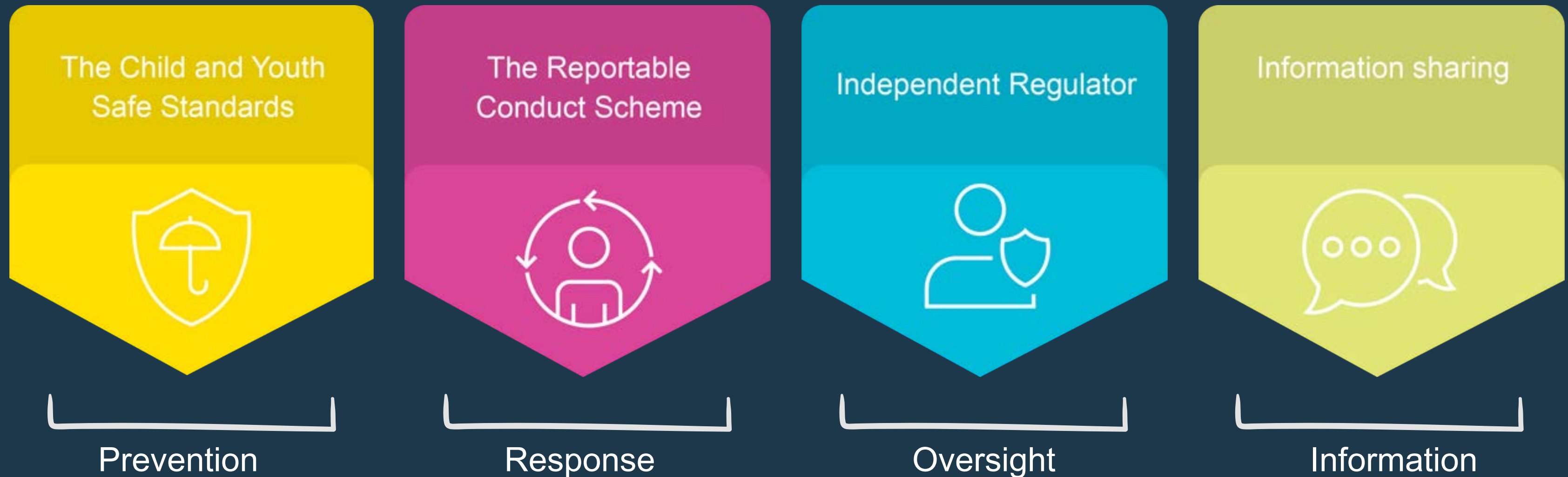
What our surveys have told us

- **80 per cent** of you identify as being in-scope for the Framework
- **70 per cent** of you have a vague understanding of the Framework

Introducing the Child and Youth Safe Organisations Framework

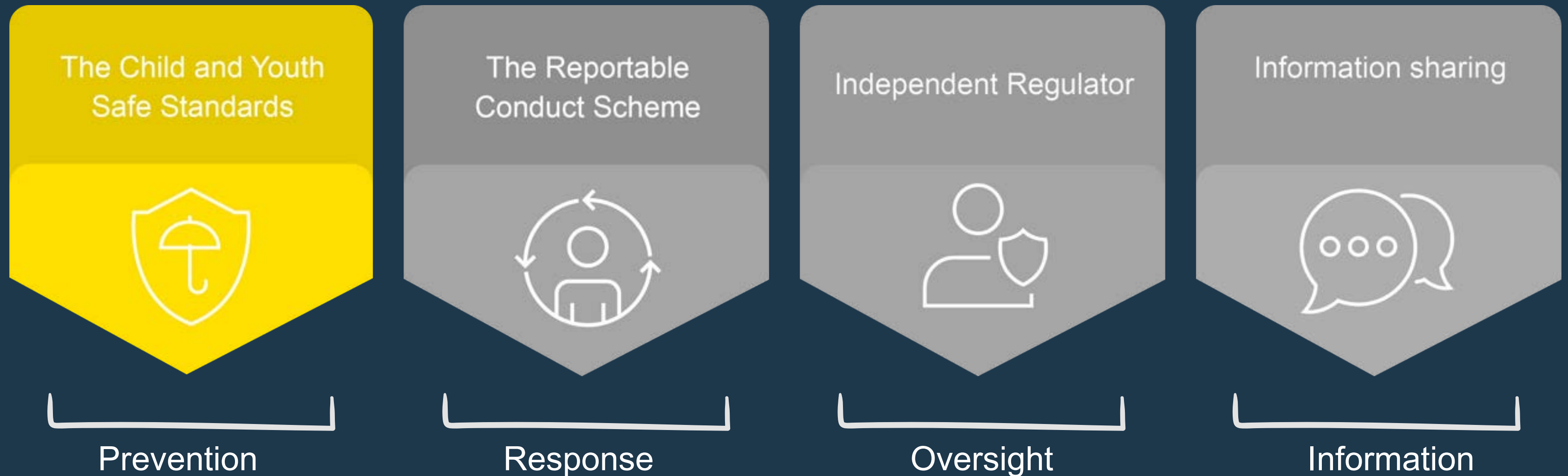
Key facts about the Framework

What it's made up of



Key facts about the Framework

What it's made up of



Key facts about the Framework

Who it applies to



Accommodation services



Faith-based organisations



Childcare and commercial babysitting



Child protection services and out-of-home care



Health services



Disability services



Justice and detention services



Education services



Tasmanian Government and Local Government



Tasmanian Parliament



Government House



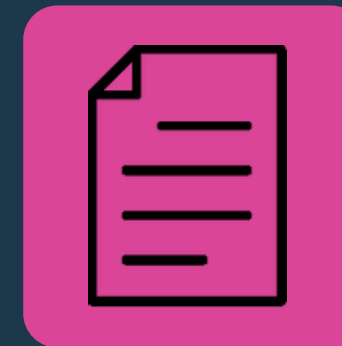
Clubs and association with significant child and youth membership



Coaching and tuition services



Neighbourhood Houses



Commercial services



Transport services

The Child and Youth Safe Standards and Universal Principle

The Child and Youth Safe Standards

Universal Principle

Organisations must provide an environment that ensures that the right to Cultural Safety of Aboriginal or Torres Strait Islander children is respected.

Standard 1

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

Standard 2

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

Standard 3

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

Standard 4

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

Standard 5

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

Standard 6

Processes to respond to complaints and concerns are child focused.

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.

Standard 8

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

Standard 9

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

Standard 10

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

Question: What processes or practices do you currently have in place that speak to the Standards?

Universal Principle

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

Question: What are some things that may be tricky for you to put into practice, relating to the Standards and Universal Principle?

Universal Principle

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Standard 10

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

Question: What are some things you'd be excited to put into practice, relating to the Standards and Universal Principle?

Universal Principle

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The Child and Youth Safe Standards

Volunteering sector context

The Child and Youth Safe Standards:

- **don't** prescribe a single, resource-intensive approach to compliance
- **are achievable**, in that they're **meant to be flexible** and apply to smaller, volunteer-based organisations as well as large/corporate ones
- **align** with key themes of the National Standards for Volunteer Involvement where those Standards speak to structured volunteer recruitment processes, training and educational support relevant to volunteer roles, and recognising the importance of volunteers as people who make positive differences to their communities
- **align** with key themes of future National Standards for Volunteer Involvement where those in-development Standards place emphasis on risk management protocols and governance.

Resources to support you to comply

Resources

Interim Compliance Guidance

We have developed interim compliance guidance to support organisations to comply with the Child and Youth Safe Standards and Universal Principle for Aboriginal Cultural Safety.



Interim compliance guidance
for organisations

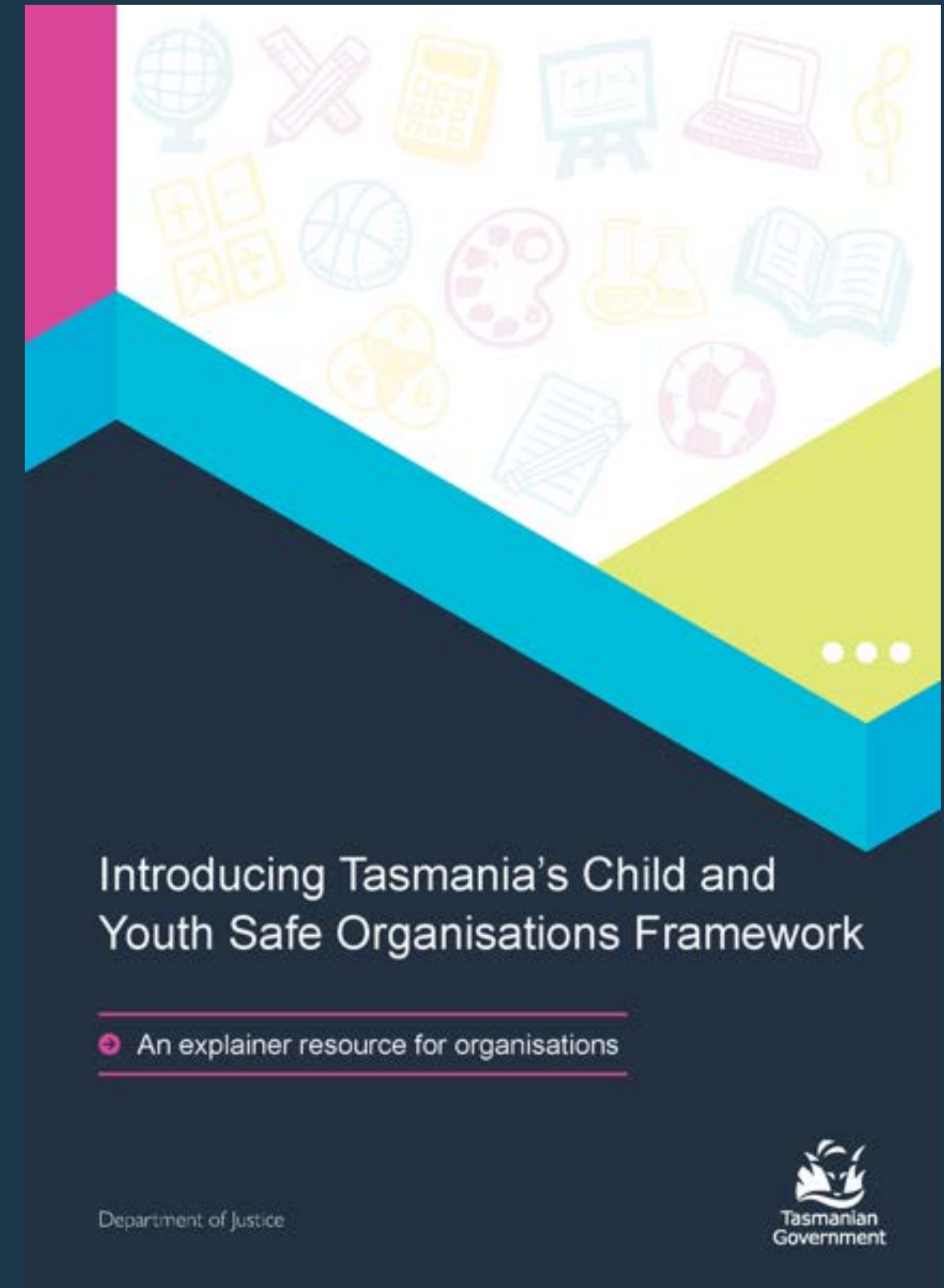
Interim compliance guidance for Tasmania's
Child and Youth Safe Standards and Universal
Principle for Aboriginal Cultural Safety

Department of Justice

Tasmanian
Government

Resources

I need a single resource
that explains the key
elements of the
Framework.



Resources

I need quick, simple resources to share with my staff about the Framework.



The Child and Youth Safe Standards

The Universal Principle: Applies across all 10 Child and Youth Safe Standards.

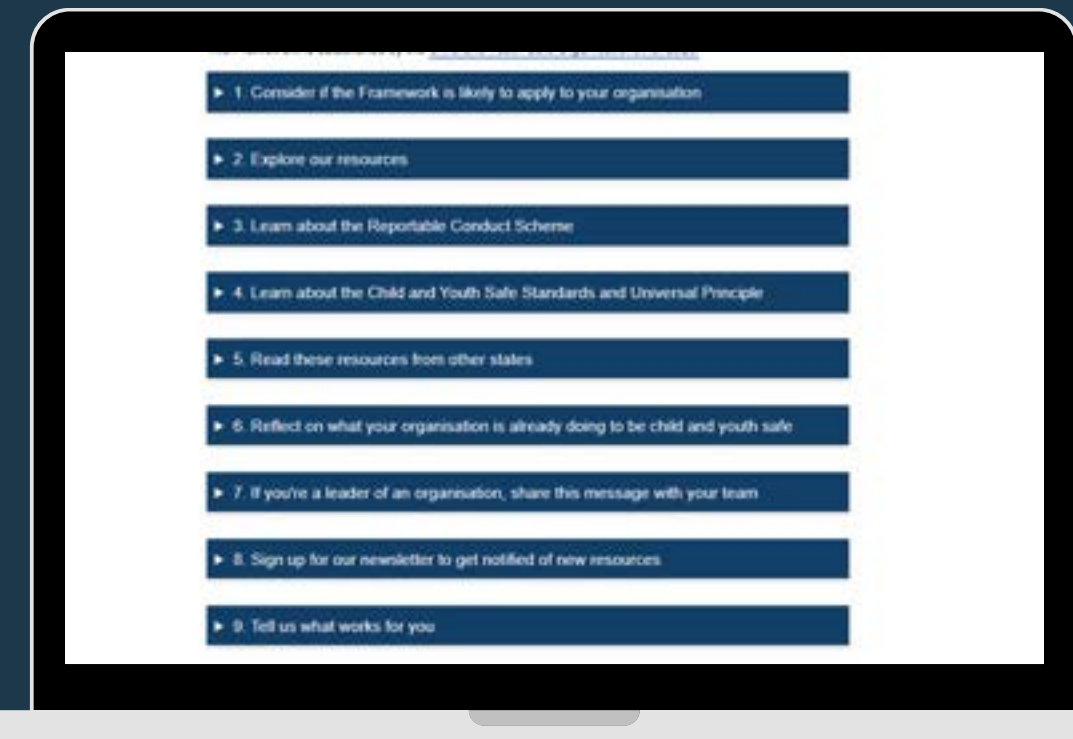
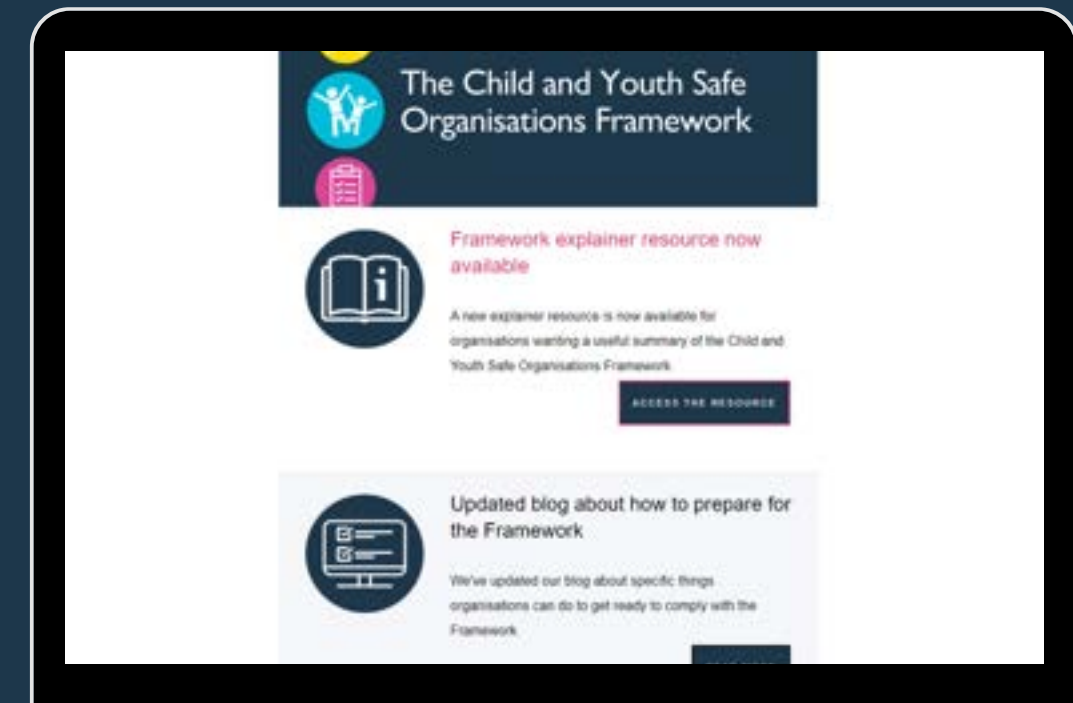
This means: Organisations must provide an environment that ensures the right to Cultural Safety of children who identify as Aboriginal or Torres Strait Islander is respected.

- Standard 1:** Child safety and wellbeing is embedded in organisational leadership, governance and culture.
This means: All people in the organisation care about children and young people's safety and wellbeing above everything else, and make sure they act that way and lead others to act that way.
- Standard 2:** Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
This means: Children and young people are told about their human rights, have a say in decisions and are taken seriously.
- Standard 3:** Families, carers, and communities are informed and involved in promoting child safety and wellbeing.
This means: Families, carers, and communities know about and are involved in the organisation's child safety and wellbeing activities.
- Standard 4:** Equity is upheld and diverse needs respected in policy and practice.
This means: The rights of every child and young person are being met, and children and young people are treated with dignity, respect and fairness.
- Standard 5:** People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
This means: People working with children and young people are safe to work with them, and are respectful of them. They are taught how to keep children safe and well.
- Standard 6:** Processes to respond to complaints and concerns are child focused.
This means: Children, young people, families, carers, staff and volunteers are listened to and can share problems and concerns.
- 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.
This means: Staff and volunteers keep learning all the time so they know how to keep children and young people safe and well.
- Standard 8:** Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
This means: Children and young people are safe in online and physical spaces.
- Standard 9:** Implementation of the Child and Youth Safe Standards is regularly reviewed and improved.
This means: The organisation keeps reviewing and improving its child safety and wellbeing practices.
- Standard 10:** Policies and procedures document how the organisation is safe for children and young people.
This means: The organisation writes down how it keeps children and young people safe and well, and makes sure that everyone can see these documents.

Want to find out more? Go to: justice.tas.gov.au/cysof

Resources

I need a way to stay up-
to-date with the
Framework, including
new resources and
learning opportunities.



Resources

I need information about
the Framework
translated into
languages other than
English.

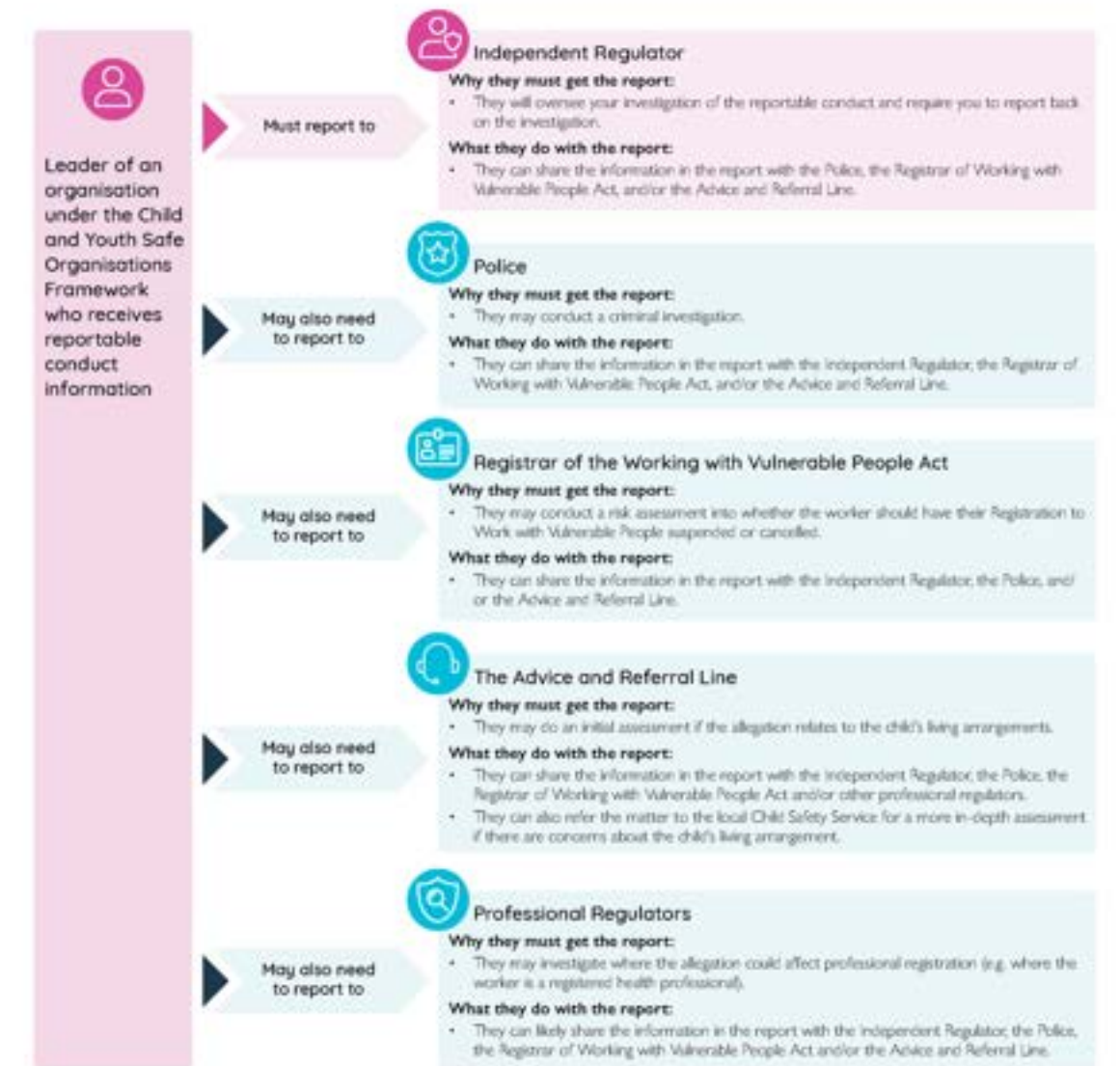


Resources

I need a resource to explain how the Reportable Conduct Scheme sits alongside other reporting obligations.



How does the Child and Youth Safe Organisations Framework' relate to other reporting schemes?



“Systems alone don't protect children. Individuals, working collectively towards the goal of keeping children safe, can.”

Victim/survivor of child sexual abuse in a Tasmanian institution

Resources



Practical tools for implementing the National Principles

- [Free e-learning modules](#)
- [Practical tools](#)

Resources



- [A guide to the Child Safe Standards \(NSW\)](#)



- [Codes of Conduct resource \(NSW\)](#)



- [Risk Management: Responding \(NSW\)](#)



- [Risk Management: Identifying \(NSW\)](#)

Resources



- [A Guide to a Child Safe Organisation \(VIC\)](#)



- [Empowerment and participation guide \(VIC\)](#)

Child Safe Standards tools and templates

Practical guide to choosing, supervising and developing suitable staff and volunteers

Choosing safe staff and volunteers	Practical suggestions	Good outcomes
Determine if the role will have direct or indirect contact with children, or access to sensitive information about children and their families	Assessing the type of contact the role will have with children, and what sort of access there will be to information about individual children, will determine: <ul style="list-style-type: none"> • if the role legally requires a Working with Children Check, or a Working with Children Check is needed to reduce the risks to children • if other screening and checking is also needed • the type of training and level of supervision the role will require. 	The right level of background checks, training and supervision for the role are in place.
Develop a duty statement or job description	A duty statement or job description clarifies the role, responsibilities and expectations of the position and outlines reporting lines. Determine if the position requires a Working with Children Check, professional registration or qualification.	Recruitment of the most suitable staff or volunteers.
Develop key selection criteria	Selection criteria help to identify key skills, attributes and experience that are required to undertake the duties and tasks outlined in the duty statement.	Choosing the right person for the role will be easier if you think about what you need in advance.
Advertise the position	Promote that you are a child safe organisation with a Child Safety and Wellbeing Policy.	Makes clear that child safety forms part of your organisation's culture and helps you attract people with the same values as the organisation.
Interview applicants	Ask about the applicant's motivation to work with children. Ask questions about the applicant's real-life experience and their understanding of: <ul style="list-style-type: none"> • children's physical and emotional needs • professional boundaries • children's rights. 	A process that allows reasonable opportunity to assess an applicant's skills and suitability and that is fair.

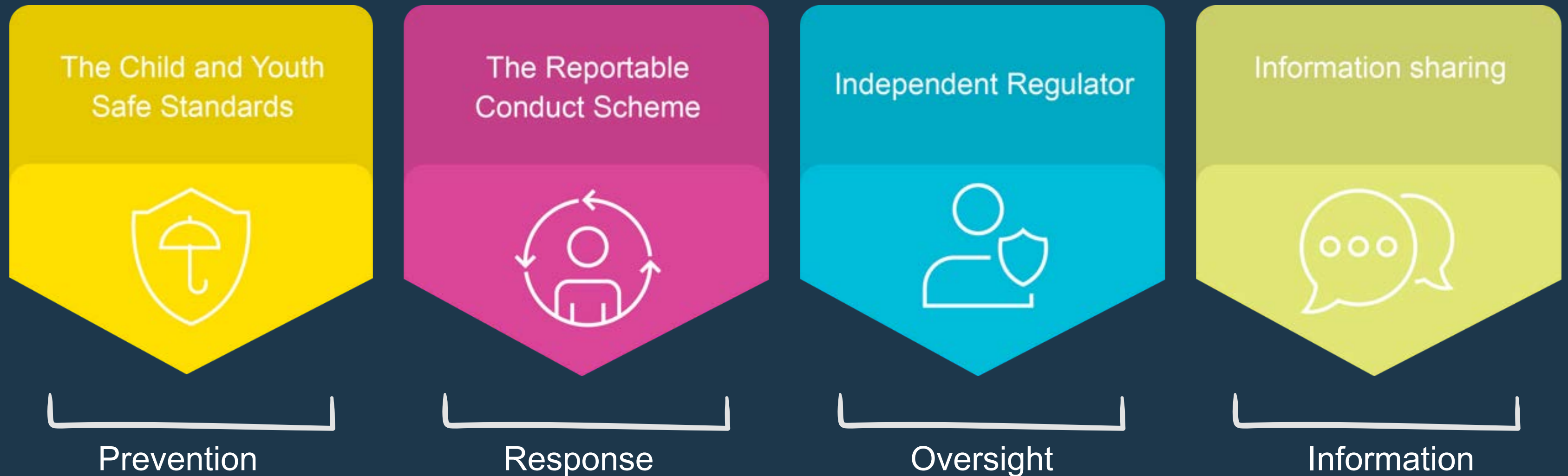
Commission for Children and Young People [Practical](#) guide to choosing, supervising and developing suitable staff and volunteers

- [Practical guide for staff and volunteers \(VIC\)](#)

The Reportable Conduct Scheme

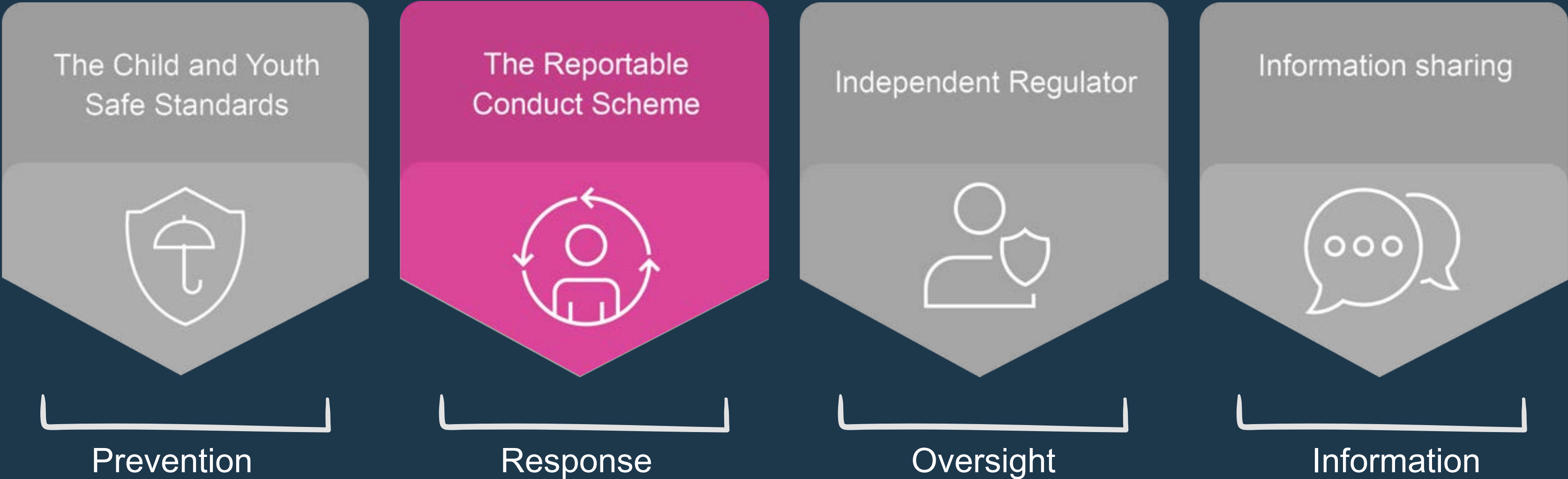
Key facts about the Framework

What it's made up of



Key facts about the Framework

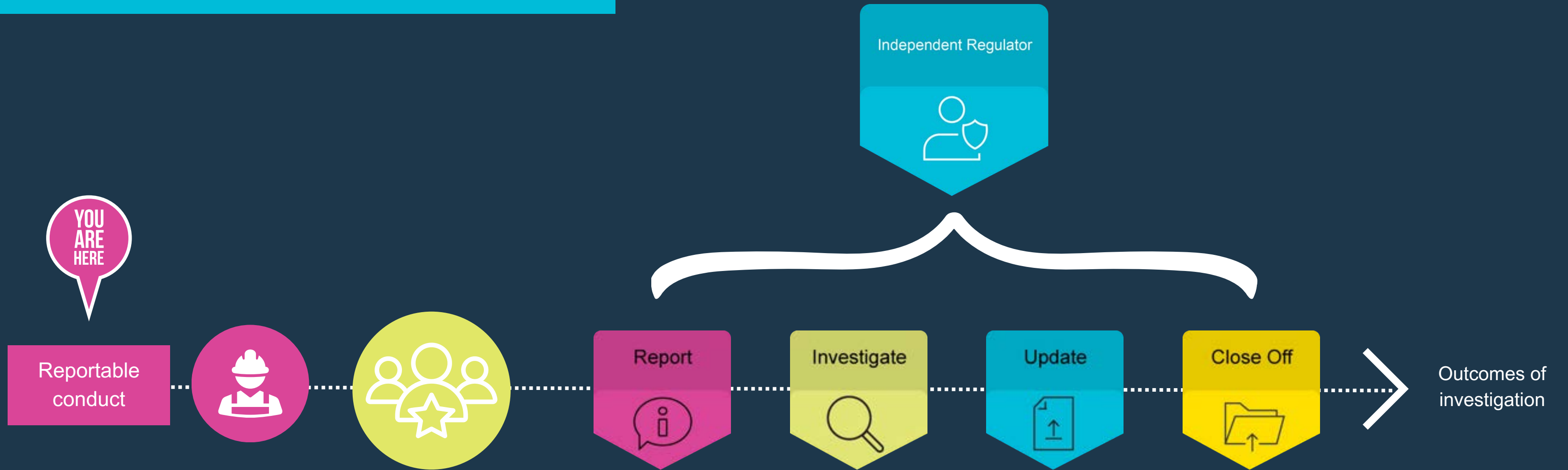
What it's made up of



What is reportable conduct?

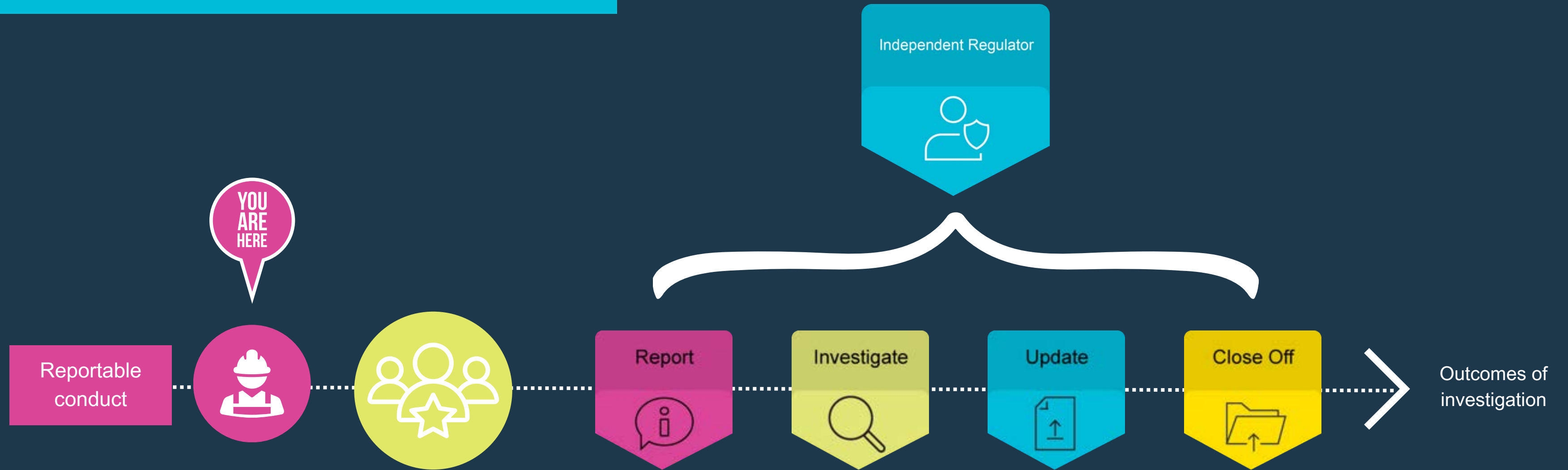
- significant emotional or psychological harm
- significant neglect
- physical violence
- a sexual offence
- sexual misconduct
- grooming
- relevant offences such as failing to report child abuse.

The Reportable Conduct Scheme in action



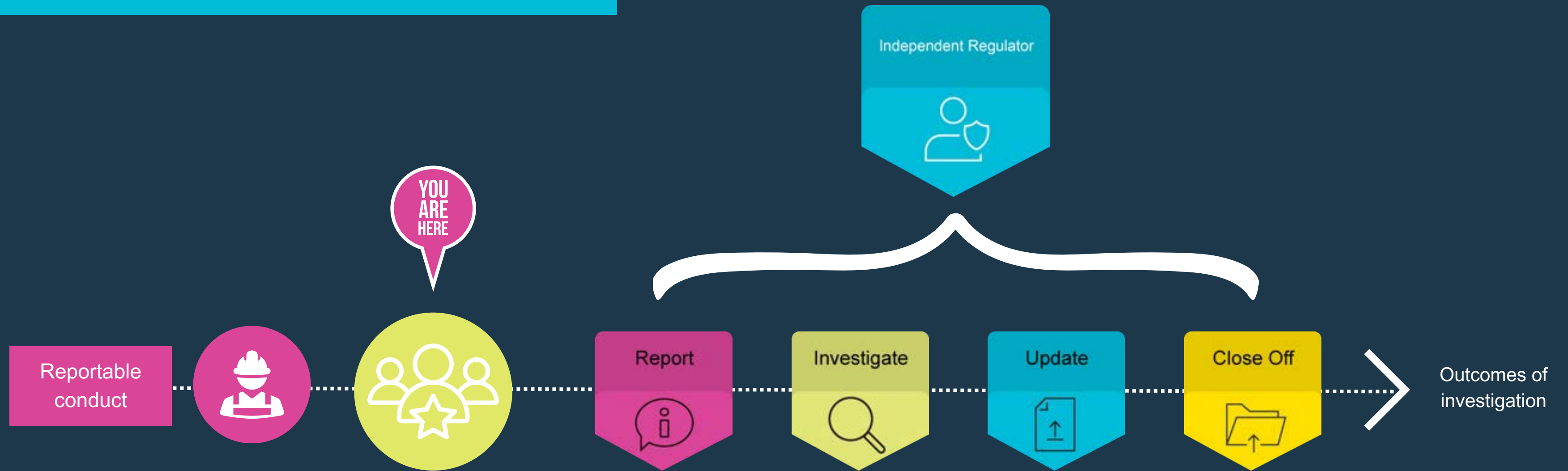
- significant emotional or psychological harm
- significant neglect
- physical violence
- a sexual offence
- sexual misconduct
- grooming
- relevant offences

The Reportable Conduct Scheme in action



- might be paid employees, volunteers, or contractors (the definition of worker in section 8 of the Act is broad)
- can report concerns directly to the Independent Regulator, or to the leader of the organisation

The Reportable Conduct Scheme in action



- have a new legal obligation to notify the Independent Regulator of allegations of reportable conduct against adult workers in their organisation against specific timeframes
- must report even if they think someone else has already done so
- must investigate the allegations and report their findings to the Independent Regulator
- can delegate their obligations to other workers in the organisation.

The Reportable Conduct Scheme in action



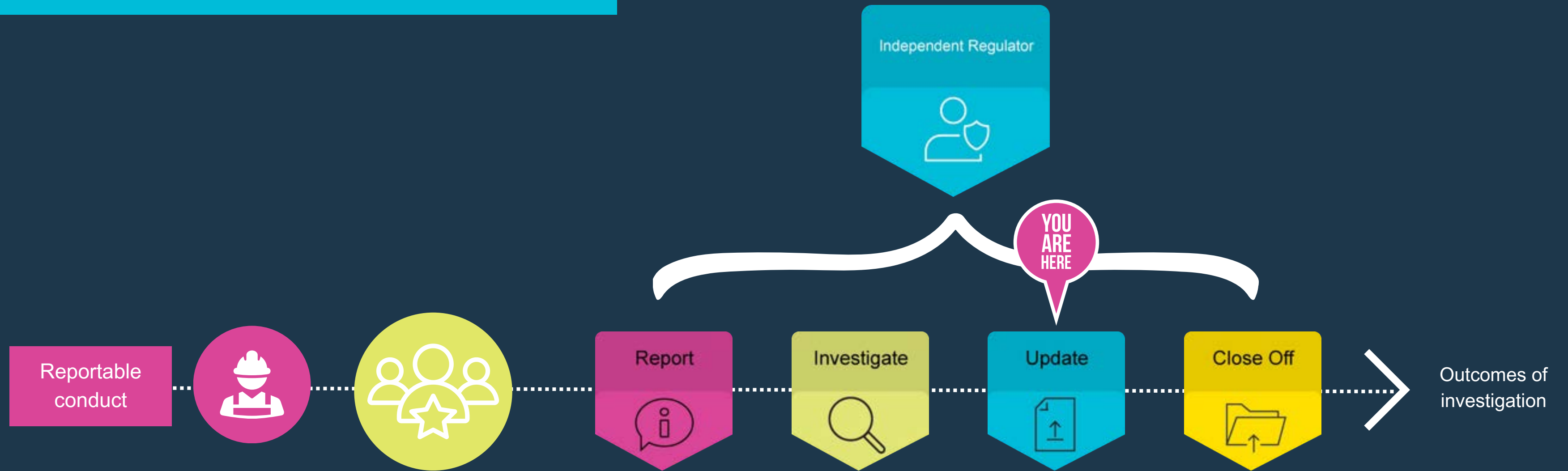
- **Within three business days:** Leaders must report reportable conduct to the Independent Regulator in writing and provide basic details such as the worker's name and if they have reported the concern to Tasmania Police.
- There will be a webform to support this reporting.

The Reportable Conduct Scheme in action



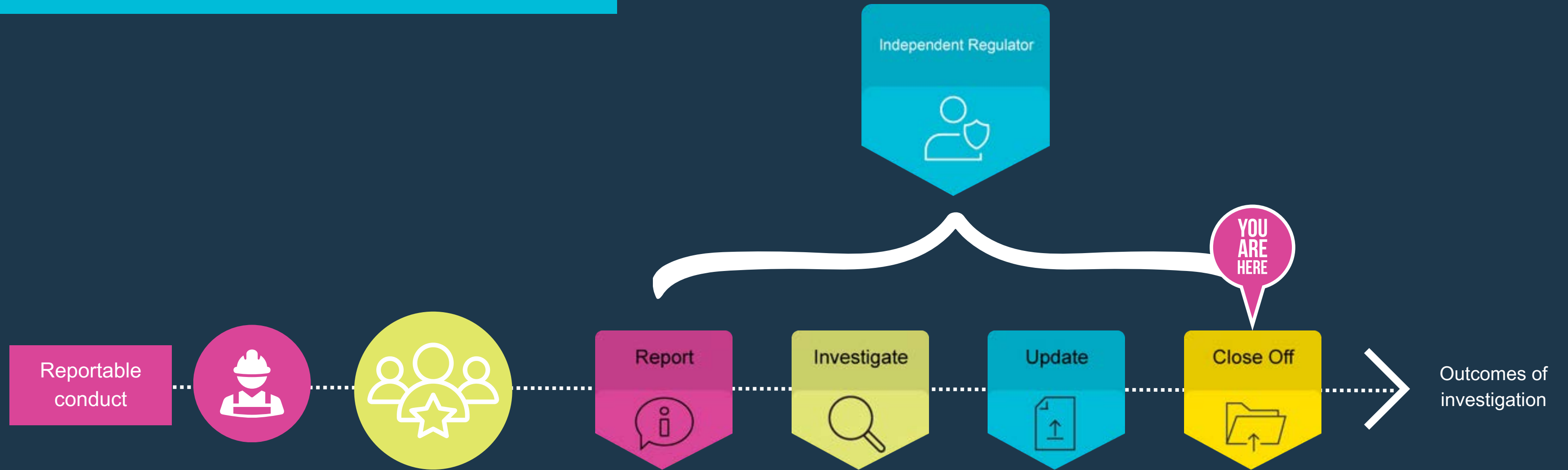
- **As soon as possible:** Leaders must start an investigation (or get an independent investigator to do so).

The Reportable Conduct Scheme in action



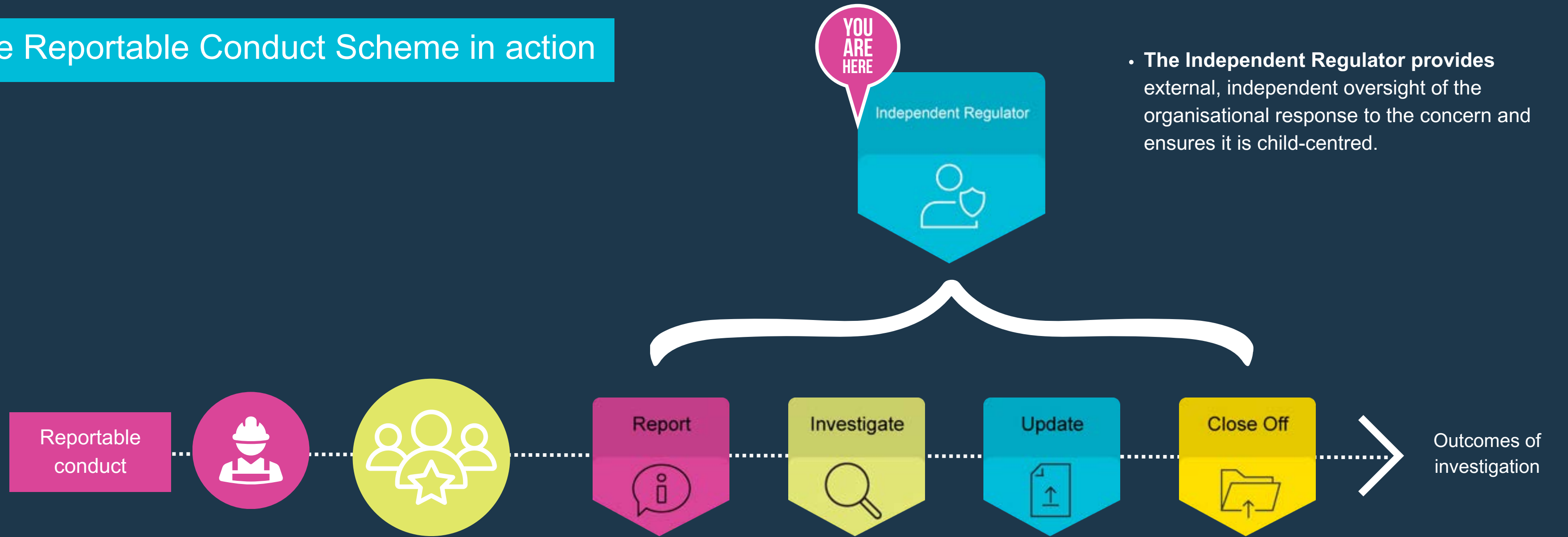
- **Within 30 days:** Leaders must provide detailed information to the Independent Regulator, including:
 - information about the allegation or conviction
 - whether any actions have been taken (for example, placing a limit on a worker's contact with children)
 - any written submissions.

The Reportable Conduct Scheme in action



- **At the end of the investigation:** Leaders must provide the following information to the Independent Regulator:
 - findings of the investigation
 - reasons for the findings
 - details of any actions that have been taken as a result.

The Reportable Conduct Scheme in action



Key facts

Key facts about the Framework

Organisations may have procedures and practices in place that means they already complying with the Framework. This is about building on that good work.

Key facts about the Framework

Organisations in other states that have their versions of the Framework in place have experienced a strengthening of their skills in identifying and responding to harm against children and young people.

Key facts about the Framework

The Framework is an opportunity for organisations to get better at upholding the rights of children and young people, making our community safer for them in the process.

Key facts about the Framework

The Framework is similar to workplace health and safety, as it represents ongoing best-practice and is not time-limited or temporary.

Key facts about the Framework

The Independent Regulator will provide support to organisations to meet their new legal obligations, build capability within organisations and provide oversight.

Key facts about the Framework

The Child and Youth Safe Standards are principle-based and compliance won't be 'one-size fits all'.

Key facts about the Framework

It's anticipated that organisations' compliance will strengthen over time. This focus on education and capability building is central to the Framework.

Key facts about the Framework

The Reportable Conduct Scheme
doesn't replace or negate other, existing
reporting obligations.

A final video message

