

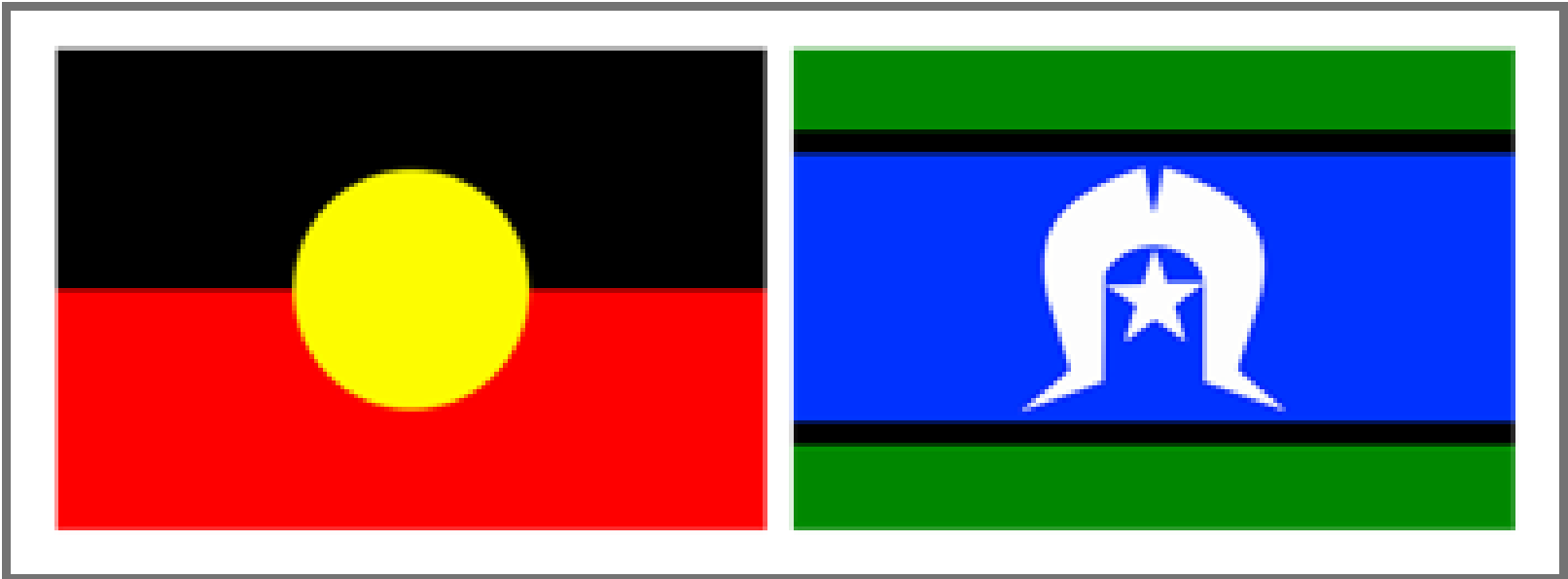
Victoria's new Child Safe Standards



29 March, 2023



Acknowledgement of Country



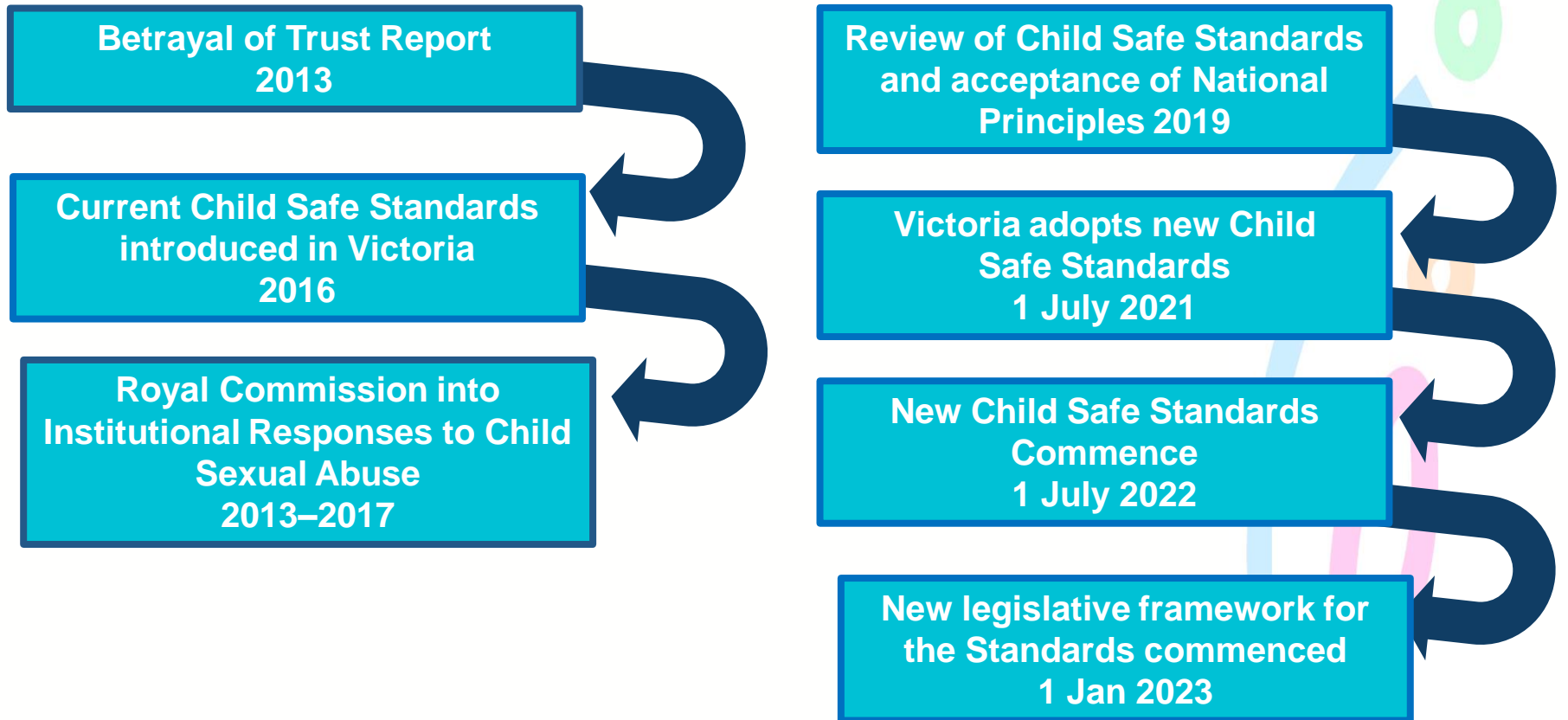
Agenda :

1. Background to Victoria's Child Safe Standards
2. Child Safe Standards
3. Reportable Conduct
4. Resources and References

Background



History of Victoria's Child Safe Standards



Why were the Victorian Child Safe Standards established?

- To establish **compulsory** standards to create and maintain safe environments for organisations that provide services and facilities to children.
- **Drive cultural change**, promote the safety of children and prevent, detect, report and respond to child abuse and harm in organisations.
- So that protecting children from abuse is **embedded** in the everyday thinking and practice.



Why were the Victorian Child Safe Standards changed?

The new Victorian Child Safe Standards needed to be aligned more closely with the National Principles and have been made stronger.

What is different?

Although similar to Victoria's previous Child Safe Standards, there are key changes:

- to involve families and communities in organisations' efforts to keep children and young people safe,
- a greater focus on safety for Aboriginal children and young people,
- to manage the risk of child abuse in online environments,
- in relation to governance, systems and processes to keep children and young people safe.

There are 11 new Standards which incorporate all of the current seven Standards and the three overarching Principles.

Child Safe Standards

[Taking Children's Safety Seriously: The 11 Child Safe Standards in Victoria - Bing video](#)



The new Child Safe Standards - CCYP

Taking children's journey seriously

Child Safe Standards in Victoria



COMMISSION FOR CHILDREN
AND YOUNG PEOPLE

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**



Criteria for Standard 1

Children should be able to express their culture and enjoy their cultural rights.

Strategies to support staff to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance must be embedded in everyday thinking.

Racism is identified, confronted and not tolerated.

Participation and inclusion by Aboriginal children, young people and their families is supported.

Policies, procedures, systems and processes create a culturally safe and inclusive environment.

Steps to compliance - New Child Safe Standard 1

Bambini Child Care Services is a child safe organisation and is committed to the cultural safety of Aboriginal children.

Ways of showing this commitment:

- Acknowledgement of Country
- Fly the ATSI flags
- Celebrate and acknowledge traditional owners
- Address racism and have zero tolerance
- Celebrate events on the Aboriginal cultural calendar
- Learn about Aboriginal culture and history
- Staff and volunteers are trained to understand the importance of Aboriginal culture to the wellbeing and safety of Aboriginal children

New Child Safe Standard 2

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



Criteria for Standard 2

A public commitment to child safety.

A child safe culture is championed and modelled at all levels.

Code of Conduct outlines expected behaviours and responsibilities.

Risk management must be tailored to the learning environment.

Obligations on information sharing and record keeping must be met.

Child Safety and Wellbeing at Bambini Child Care Services

“All early childhood services are required to comply with child safe standards designed to ensure that organisations that work with children take steps to create a culture of child safety and protect children from all forms of abuse.

Our child safety and wellbeing policies and procedures are in place to support educators, staff and volunteers achieve commitment in protecting children’s safety and wellbeing. This policy works in partnership with our code of conduct as well and the Bambini child safety and wellbeing guide and advice from professional bodies.”

From Bambini’s Child Safety and Wellbeing Policy

What is a Child Safe Policy?

A child safe policy is... an overarching document that provides key elements of child safety.

- covers all elements of the child safe standards
- consolidates policies, other regulatory requirements and obligations etc.

A statement of commitment is...

an affirmation of the organisation's commitment of child safety.

Bambini's child safety statement and policy includes:

- respecting and supporting diversity
- encouraging and supporting all children to express their culture and enjoying their cultural rights
- acknowledging the strength of Aboriginal culture and actively supporting inclusion and participation of Aboriginal children and families
- a zero tolerance approach to racism and child abuse
- complaints to be taken seriously and addressed promptly
- promoting a culture of reporting child abuse

What is a Code of Conduct?

A **clear and specific Code of Conduct** provides all staff and volunteers with a set of clear principles about how they should behave in a child-safe environment.

Provides **clear written guidance** on appropriate conduct and behaviour towards children.

Covers **boundaries** and details acceptable and unacceptable behaviours, for example, physical contact, personal care, online communication.

The Code of Conduct must be **communicated** to staff, volunteers, parents and children and explain what will happen if a person does not comply.

You must act on concerns or allegations of non-adherence to your Code of Conduct.

Risk management

- Risk identification and mitigation in organisations is fundamental to **keeping children safe** from harm.
- Risk management strategies help your organisation **prevent child abuse** and harm.
- **Managing risks** of child abuse and harm should be **embedded** in your organisation's leadership, governance and culture.
- Governance arrangements in the organisation should support senior leaders to supervise whether risk assessment and management is properly focused on **identifying, preventing and reducing risks** of child abuse and harm.

New Child Safe Standard 3

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



Empowering children



[CCYP-Empowerment-and-participation-guide-for-Web.pdf](#)

Criteria for Standard 3

Children and young people are informed about all of their rights.

The importance of friendships is recognised and support from peers is encouraged.

Access to sexual abuse prevention programs and other relevant information is offered in an age-appropriate way.

All staff must be trained.

Seeking children's views is essential.

Encourage participation at all levels.

What makes children and young people feel and be safe?



- Being safe and feeling safe are **different things**
- Children and young people **need to know what is happening**
- Children and young people **base their perceptions** on what they hear, see and experience
- Places are safe when are **made for** children and young people
- Children and young people **want to be involved** in the solution process
- Adults need to be **available, accessible** and respond to children **respectfully**

“At Bambini, we are committed to actively promoting the safety, participation, equity, inclusion, and empowerment of all children including those from culturally/linguistically diverse backgrounds, children with disabilities and Aboriginal children.”

Bambini’s commitment to child safety.

- **We want children to be safe, included, happy and empowered.**
- **We support and respect all children, as well as our staff, educators and volunteers.**
- **We are committed to the safety, participation and empowerment of all children.**

Steps to compliance - New Child Safe Standard 3

Summing up

Children know about their rights

Ongoing training is provided for staff and volunteers – to understand child abuse and harm

Friendships are recognised

What actions can you take to help children feel empowered?

- demonstrate that you are a trusted adult
- encourage children to support each other
- identify behaviours that are unacceptable
- take children's concerns or complaints seriously

New Child Safe Standard 4

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



Criteria for Standard 4

Families participate in decisions affecting their child.

Engage and openly communicate with families and the community about your child safe approach.

Create opportunities for families to participate in decision making.

Ensure that information is accessible to all.

Steps to compliance - New Child Safe Standard 4

What Bambini Child Care Centres must do:

- seek the input of families and communities
- involve families and communities in the development and review of their child safe policies and practices
- communicate effectively with families and communities
- take into account the diversity of families and act to reduce barriers to inclusion
- provide an environment where they feel safe and valued

Actions you can take:

- listen to parents who might want to give you feedback
- when reviewing child safety practices in your meetings, involve families
- in relation to child safety, ensure that families are aware of any changes, any concerns
- provide clear and accessible information
- create opportunities for families to voice concerns

New Child Safe Standard 5

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



Criteria for Standard 5

Specific policies must be in place for all vulnerable children.

All vulnerable children must have access to child friendly material, translated or in plain language.

Develop strategies to ensure that all children are included and not discriminated against.

Particular attention is paid to the needs of Aboriginal children.

Safety for other vulnerable children

The New Child Safe Standard 5 creates additional specific obligations for Bambini Child Care to give particular attention to the needs of vulnerable children and young people.

All children are vulnerable but some children need special care and protection to ensure they are safe.

Children with a disability have an increased risk of being abused.

It can be hard for a child with a disability to make themselves heard or understood.

Vulnerable children are also those who

- are from CALD backgrounds
- identify as LGBTIQ+, or
- are unable to live at home (for example children and young people in out of home care or custodial settings).

Steps to compliance - New Child Safe Standard 5

What Bambini Child Care must do:

- support and respond to those who are vulnerable
- have complaints processes that are culturally safe, accessible and easy to understand
- put in place policies and strategies to help meet the diverse needs of children
- develop and endorse policies that include Bambini's approach to inclusiveness.

What actions can you take to make all children feel valued?

- support and respond to those who are vulnerable
- listen to children, if they have concerns
- be aware of Bambini's complaints process
- be aware of the diverse needs of all children
- ensure physical environments are welcoming and inclusive

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**



Criteria for Standard 6

Ensure the right people are employed – inclusive recruitment practices.

All relevant referee checks are made.

All induction procedures reflect child safety.

Focus on child safety and wellbeing.

Examples for Standard 6

Clear Job Descriptions

Your commitment to child safety clearly stated in all job descriptions, HR documents and staff appraisals.

Thorough Screening Procedures

WWCC and background checks. Thorough reference checking.

Values Based Interviews

Check for 'red flags', why do you want to work with children?

Induction, ongoing training and supervision

Child safety is a continual process and requires on-going training.

Bambini Child Care Services has robust human resources and recruitment practices to reduce the risk of child abuse by new and existing staff and educators.

Steps to compliance - New Child Safe Standard 6

What Bambini Child Care Services must do:

- refer to recruitment practices in policies about child safety and
- ensure that
 - all child safe policies are publicly available
 - there is recruitment and induction, and performance reviews
 - WWC checks are made regularly, monitored and records updated position descriptions are published
 - staff are trained to recognise child abuse and harm
 - all Child Safe Standards are addressed

New Child Safe Standard 7

**Processes for complaints and
concerns are child focused**



Criteria for Standard 7

The organisation has an accessible, child focused complaint handling policy.

The complaint handling processes are understood by children.

Complaints are taken seriously and responded to promptly and thoroughly.

Policies and procedures are in place that address reporting of complaints.

Reporting, privacy and employment law obligations are met.

Examples for Standard 7

All staff have an obligation to report.

Responses to any allegations of child abuse **must prioritise** the safety of children.

Communicate policies and procedures on how to respond to allegations and who to report to (authorities and internal organisational processes)

Leadership

- needs to be made aware of any allegations
- provides support to child and family
- informs parents of allegations
- maintains accurate record keeping

Help keep children safe

If something doesn't feel right, report it.



Steps to compliance - New Child Safe Standard 7

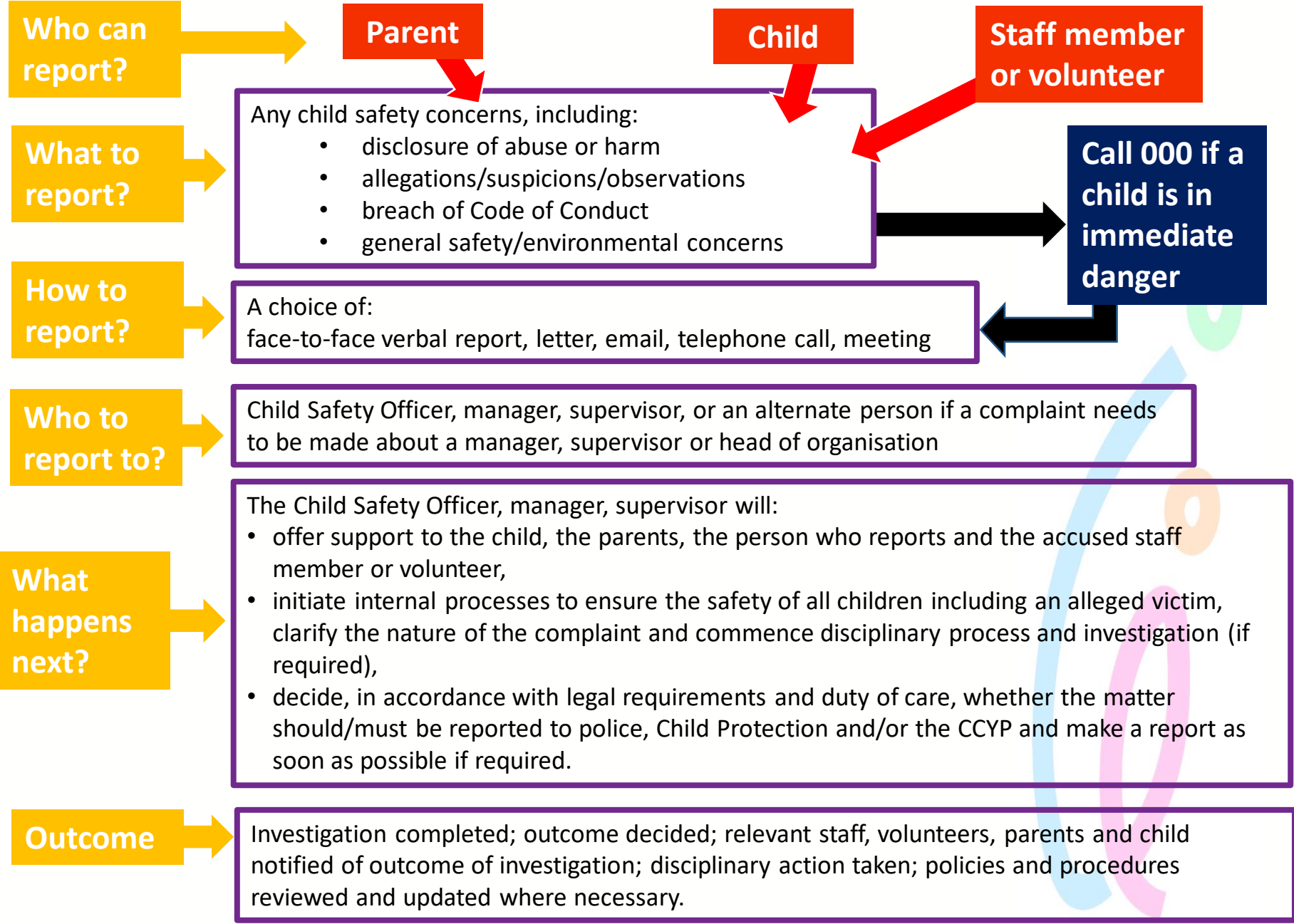
What Bambini Child Care Services must do:

- have an accessible, child focused complaint handling policy
- have a child safe reporting policy that complies with all Victorian reporting requirements
- encourage staff and volunteers to contribute to the development and review of complaints policies and processes
- ensure that policies and procedures are in place.

Actions you can take:

- be aware of the complaints processes
- be that trusted adult for children if anything makes them feel uncomfortable or unsafe
- listen to children if they have a complaint and take them seriously
- let children know that they have a right to complain and express concerns.

Flowchart: Child safety reporting process



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**



Criteria for Standard 8

Staff and volunteers are trained and supported in child safety.

Training and information to recognise indicators of child harm.

Staff and volunteers receive training and information to respond effectively to issues of child safety.

Building culturally safe environments for children and young people.

Steps to compliance - New Child Safe Standard 8

What Bambini Child Care Services must do:

- staff must be trained on child safety and wellbeing policies and procedures
- leadership and staff must be trained on child abuse and child safety
- staff and volunteers who disclose harm or risk to children and young people are to be supported
- culturally safe training is to be provided

What does Bambini Child Care Services commit to? *“Bambini Child Care Services is committed to regularly training and educating our staff, educators and volunteers on child abuse risks.”*

What can you do? Attend training to ensure that you fully understand what it means to be part of a child-safe organisation

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**



Criteria for Standard 9

Training to identify risks for all relevant staff.

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

Risk management plans consider online and physical risks.

Decide the risks outside contractors might have.

Examples for Standard 9

Bambini Child Care Services is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.

Risks posed by staff / volunteers / contractors.

- No clear expectations about acceptable and unacceptable behaviours
- No clear professional boundaries
- No clear guidelines about use of technology and contact with children outside of work

Risks for you to think about:

- Risks posed by the physical environment
- Risks posed by the online environment

New Child Safe Standard 10

**Implementation of the Child
Safe Standards is regularly
reviewed and improved**



Criteria for Standard 10

Regularly review, evaluate and improve child safe practices.

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

Findings of relevant reviews are reported.

New Child Safe Standard 11

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



Criteria for Standard 11

Policies and procedures address all Child Safe Standards.

Policies and procedures are documented and easy to understand.

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

Leaders champion and model compliance with policies and procedures.

Staff and volunteers understand and implement policies and procedures.

Steps to compliance - New Child Safe Standard 11

Actions you can take

- take an active role in the development of policies and procedures
- provide feedback to management on policies and procedures
- understand and implement the policies and procedures.
- be part of the consultations when child safe policies and procedures are developed and reviewed.

Victoria's Reportable Conduct Scheme

[The Reportable Conduct Scheme - an overview - YouTube](#)



Reportable Conduct - CCYP



What is the Reportable Conduct Scheme?

The Reportable Conduct Scheme aims to improve how organisations respond to allegations of child abuse and child-related misconduct

If part of your organisation is within the scheme, all of your organisation is within the scheme, and you must notify the Commission and investigate reportable allegations across your whole organisation.

What is 'reportable' conduct?

There are five types of conduct considered 'reportable' under the scheme, as defined by the *Child Wellbeing and Safety Act 2005*:

Sexual misconduct against, with, or in the presence of a child: This is conduct of a sexual nature (online or in person) that is not necessarily criminal. This could be inappropriate touching, intimate contact or exposure to conversations or content of a sexual nature.

Sexual offences against, with, or in the presence of a child: These can include sexual assault, indecent acts, possession of child abuse material and 'grooming' a child to commit a sexual offence.

Physical violence against, with, or in the presence of a child: This can include hitting, punching, kicking, pushing or striking with an object. Physical violence is either intentional, or occurs as the result of recklessness. It also includes **apprehension of violence** – behaviour that causes a child to believe force will be used against them.

Reportable Conduct

Significant neglect: Neglect is **significant** where an adult could have met a child's basic needs (as they have the capacity to understand those needs) but there is a deliberate or reckless failure to do so. Neglect of this kind can be **physical, emotional, supervisory or educational**.

Behaviour likely to cause significant emotional or psychological harm: This includes verbal abuse, manipulative behaviour, hostility, rejection, belittling or scapegoating. The harm must be significant, with a clear link between the harm and the adult's behaviour.

Procedures for making a report

- Bambini's head of organisation is Emma McCarthy, emma@bambini.com.au, 0401092307
- The head of organisation will prioritise reporting any suspected child abuse to child protection.

[Commission for Children and Young People](#)

[1300 78 29 78](#) (work hours)

[13 12 78](#) (after hours)

contact@ccyp.vic.gov.au

Staff, educators and volunteers will report reportable offences:

Observations or allegations or disclosures of neglect, physical abuse, sexual abuse, domestic violence, psychological harm, and harm from online environments are all reportable offences.

Mandatory reporters: staff and educators, must comply with their duties and will:

- maintain their annual child protection training and provide Bambini with a copy prior to its expiry
- be proactive in ensuring they are aware of their responsibilities
- ensure they maintain confidentiality as per Bambini policies and procedures
- be required to keep detailed written documentation of any concerns they have.

Call 000 if a child is in immediate danger

Responsibilities for leadership

The head of the organisation is required to have systems in place to:

- **Prevent** reportable conduct from being committed
- **Respond** to a reportable conduct allegation
- **Enable** reportable allegations to be made
- **Investigate** and respond to reportable allegations
- **Report** allegations of criminal conduct
- **Ensure** allegations are appropriately investigated
- **Notify** the Commission of reportable allegations

Who is the head of organisation?

- **CEO or Principal Officer or a suitably senior person** to be the 'head' for the purposes of the Scheme

Failure to protect/disclose:

It is an offence for staff, educators, and volunteers to have 'reasonable belief' that a reportable offence has occurred against a child but negligently fail to do so.

All adults in Victoria who have information that leads to form a 'reasonable belief' that a sexual offence against a child under 16 has occurred are required by law to report to Victoria Police.

- Staff, educators, and volunteers who fail to report will be fully investigated and stood down from work until investigations are complete
- All allegations and safety concerns will be treated seriously and consistently with our policies and procedures in conjunction with authorities.

What is a 'reasonable belief'?

You have formed a belief on reasonable grounds when:

- a child tells you they have been abused,
- someone else, such as a sibling, relative, friend or acquaintance, tells you that the child has been abused,
- a child tells you they know someone who has been abused (the child could possibly be referring to themselves),
- your own observations of the child's physical condition and/or behaviour lead you to suspect that the child has suffered abuse (the presence or absence of an indicator does not mean a child is in need of protection), and
- other circumstances lead you to suspect that a child has been abused.

Grooming- a criminal offence

Grooming describes the predatory conduct designed to facilitate later sexual activity with a child.

Grooming can include communicating and/or attempting to befriend or establish a relationship or other emotional connection with the child or their parent/carer (in person and online), with the **intent** of committing child sexual abuse.

Grooming does not necessarily involve any sexual activity or even discussion of sexual activity.

Maximum 10-year imprisonment

Resource:

[Fact Sheet - Grooming Offence](#)

www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/grooming+offence

Criminal Offence - Grooming

This video excerpt contains detailed description of child sexual abuse. This may be distressing for you. The clip is 5 minutes long. Please exercise self-care and leave the room if you need to.

Criminal Offence - Grooming



Criminal Offence - Grooming

Six steps in the grooming process:

Target the Victim



Gaining Trust



Filling a Need



Isolating the Child



Sexualising the Relationship



Maintaining Control

Scenarios





Scenario 1: What would you do if you were Sylvia?

Joseph is in the Early Years class on a Monday. He is often withdrawn and keeps to himself. His mother collects him each day but leaves quickly. She also has a 2 year old and baby.

Over a period of time, Sylvia, an educator, has noticed bruises on the 2 year old's legs. The mother is always covering her arms.



Scenario 1: What would you do if you were Sylvia?

What should Sylvia do?

Could this situation happen in your organisation?

What policies are in place that relate to this case example? What do they require Sylvia to do?

Do any criminal offences apply in this case example?

What are Sylvia's reporting responsibilities?



Scenario 2: What would you do if you were Gary?

Sam is a new staff member and has been working in a number of areas. He is popular with the parents and the children.

In the carpark one afternoon, Gary notices that Sam is talking to a mother and her small child. The next day, Sam is seen taking photos of the boy on his phone. When questioned, he says that he is sending them to the boy's mother.

Scenario 2: What would you do if you were Gary?

What should Gary do?

Could this situation happen in your organisation?

What policies are in place that relate to this case example? What do they require Gary to do?

Is this reportable conduct?

What are Gary's reporting responsibilities?

Resources and References



The new Child Safe Standards

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. (National Principle 4 and current CSS Principle 1)

2

Child safety and wellbeing is embedded in organisational leadership, governance and culture. (National Principle 1 and current CSS 1, 2 and 3)

3

Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously. (National Principle 2 and current CSS 7)

4

Families and communities are informed, and involved in promoting child safety and wellbeing. (National Principle 3, no direct equivalent in the current standards)

5

Equity is upheld and diverse needs respected in policy and practice. (National Principle 4 and all three principles in the current CSS)

6

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice. (National Principle 5 and current CSS 4)

Overview of the new Child Safe Standards

7

Processes for complaints and concerns are child focused. (National Principle 6 and current CSS 5)

8

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training. (National Principle 7 and current CSS 4)

9

Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed. (National Principle 8 and current CSS 6)

10

Implementation of the Child Safe Standards is regularly reviewed and improved. (National Principle 9, there is no equivalent in the current standards)

11

Policies and procedures document how the organisation is safe for children and young people. (National Principle 10, there is no equivalent in the current standards)

Feedback - Organisations

Thank you for your feedback

The Centre considers all feedback for continuous quality improvement.

Your views will shape future workshops and will only take 2 minutes to complete.

Follow the QR code to an anonymous form - no login is required



<https://wkf.ms/3ImFs18>

Resources

Resources regarding the Child Safe Standards (current and new) and the Reportable Conduct Scheme are available on the Commission's website:
<https://ccyp.vic.gov.au/child-safe-standards>

The new Guides are now available on the CCYP's website.

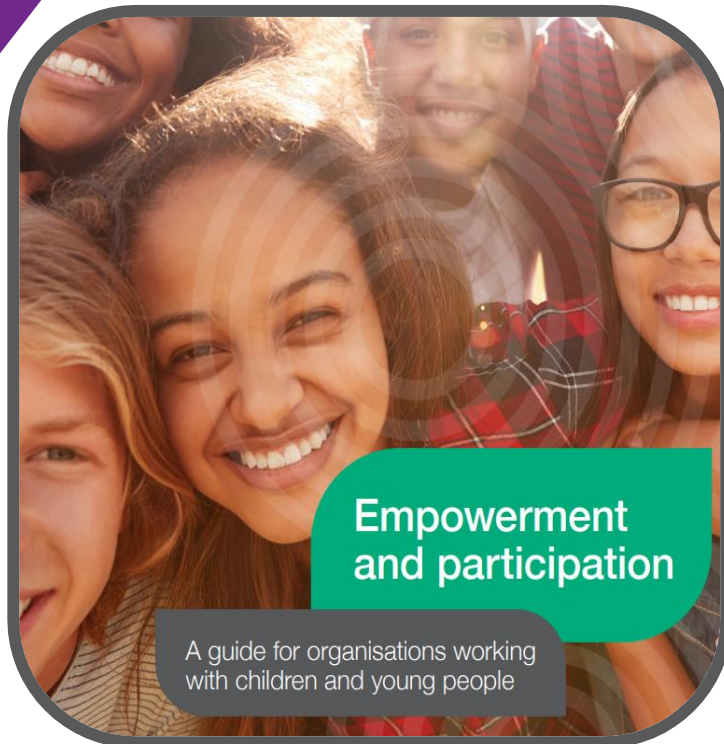


[A-guide-for-creating-a-Child-Safe-Organisation-190422.pdf](https://ccyp.vic.gov.au/child-safe-standards/a-guide-for-creating-a-child-safe-organisation-190422.pdf) (ccyp.vic.gov.au)



[Short-guide-to-the-Child-Safe-Standards.pdf](https://ccyp.vic.gov.au/child-safe-standards/short-guide-to-the-child-safe-standards.pdf)
(ccyp.vic.gov.au)

More resources



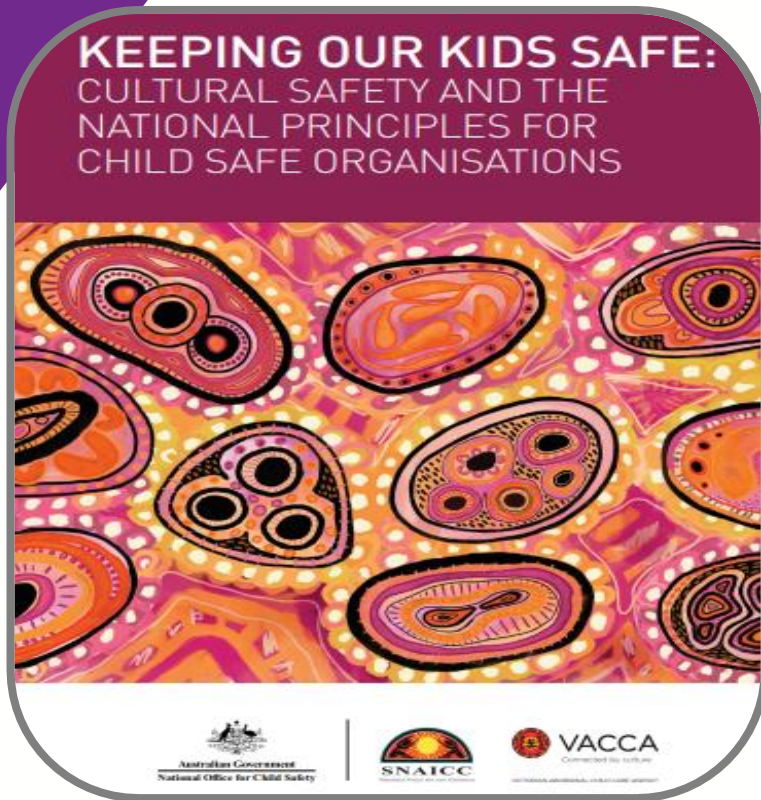
[A guide for children and young people to the National Strategy to prevent child sexual abuse \(2021\) | Australian Human Rights Commission](#)

[Young People | eSafety Commissioner](#)

[Convention on the Rights of the Child | UNICEF](#)

[CCYP-Empowerment-and-participation-guide-for-Web.pdf](#)

More resources



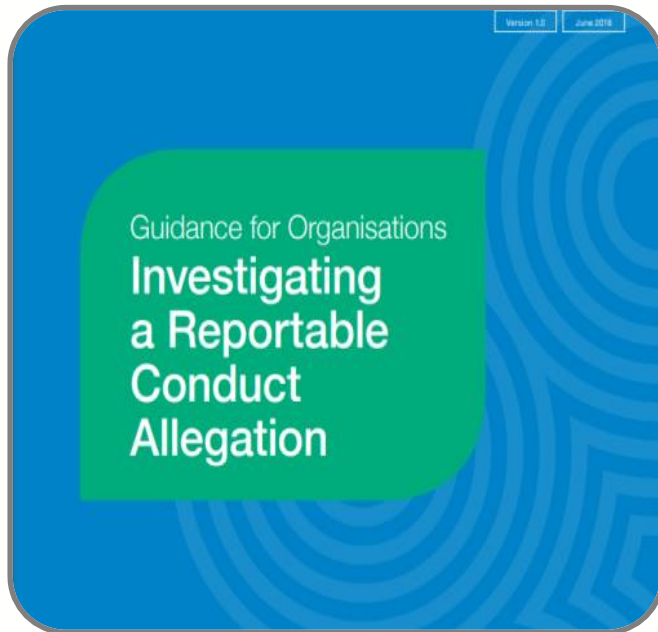
[New resources available for organisations working with Aboriginal and Torres Strait Islander communities | National Office for Child Safety \(pmc.gov.au\)](#)



[VAC.0001.003.0074.pdf \(childabuseroyalcommission.gov.au\)](#)

More Resources

Resources regarding the Child Safe Standards and the Reportable Conduct Scheme are available on the Commission's website: ccyp.vic.gov.au.



CCYP Guidance for Organisations Investigating a Reportable Conduct Allegation



CCYP Information sheets on the Reportable Conduct Scheme

Thank you for your
participation in today's
presentation.

Further enquiries

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