

CHILD SAFE STANDARDS

The Victorian Government announced the introduction of compulsory Child Safe Standards for organisations which work with children in Victoria.

The Standards arose from a key recommendation from the landmark Betrayal of Trust Inquiry and support cultural change across organisations in order to ensure that children are protected from abuse and exploitation by staff and volunteers. The scheme builds on existing policies and procedures already in place to improve capacity and consistency across sectors.

Complying with the standards will be achieved through the development and implementation of the following key outcomes, which LSV will deliver to Clubs to assist with their implementation over the next period;

#	VIC GOVERNMENT STANDARD	OVERVIEW OF THE STANDARD	HOW WE HAVE/WILL MEET THE STANDARD	EXAMPLE OF HOW CLUBS WILL MEET STANDARDS
1	Strategies to embed an organisational culture of child safety, including through effective leadership arrangements	All Safeguarding policies and practices are expected to be fully implemented and embedded as culture, by all levels of management, across the organisation.	<ul style="list-style-type: none"> • SLSA Safeguarding Children and Young People Committee has been established • Raising the awareness and profile of Safeguarding children • Safeguarding Children and Young People is a standing agenda item for LSV Board, Executive Team and Monthly Staff Meetings 	<ul style="list-style-type: none"> • Formally acknowledging and prioritising the Child Safe Standards by the Club Committee, and formally minuting • Making Child Safe Standards a priority for the club through communications, committee statements and ensure they are embedded into all communications, resources, practices and training
2	A child safe policy or statement of commitment to child safety	Requirement of a publically available commitment to safeguarding which clearly defines abuse, and all 'involved' personnel to engage in appropriate practice, behaviour and reporting. The commitment statement must be communicated to all stakeholders and endorsed at the highest level of management.	<ul style="list-style-type: none"> • Development and communication of a Child Protection Commitment Statement • Incorporate the Commitment Statement into member and staff development activities and communications 	<ul style="list-style-type: none"> • Adopt the LSV Commitment Statement by formally introducing in Committee Meetings and minuting the adoption • Actively promote the Commitment Statement by communicating in newsletters, notice boards, Nipper and other Club resources

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3	A code of conduct that establishes clear expectations for appropriate behaviour with children	Requires the development of a code of conduct, targeting known key areas of risk of abuse. This code of conduct is required to be shared with relevant personnel and confirmed in writing that they understand and will abide by the code of conduct.	<ul style="list-style-type: none"> • Development and communication of LSV Behavioural Guidelines for members and staff interacting with children • Development of a Code of Conduct for members and staff interacting with children (SLSA Member Protection Policy) • Incorporate the Code of Conduct into existing practices and processes 	<ul style="list-style-type: none"> • Adopt the LSV Code of Conduct by formally introducing in Committee Meetings and minuting the adoption • Actively promote LSV's Behavioural Guidelines by displaying it on the Club notice board and communicating to members and incorporating in, newsletters, Nipper and other Club resources
4	Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel	Ensure that all new personnel undergo a recruitment and screening process that prioritises the safeguarding needs and commitment of the organisation. New and existing personnel will receive ongoing safeguarding training that develops the awareness and understanding of child abuse and exploitation.	<ul style="list-style-type: none"> • Development of recruitment and screening policies and tools • Development standardised child safe wording for staff and member advertisements and position descriptions • Training for staff and volunteers 	<ul style="list-style-type: none"> • Adopt the recommended recruitment and screening policies and tools when recruiting and appointing members and personnel to volunteer or paid roles • Adopt the recommended wording and templates for staff and member advertisements and position descriptions. Where position description does not exist, implement. • Mandate that key members attend train-the-trainer opportunities provided by LSV • Implement minimum training requirements for all members

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5	Processes for responding to and reporting suspected child abuse	Requires processes to clearly define mandatory reporting requirements as well as responding to concerns in relation to allegations of abuse and exploitation by organisational personnel. The importance of the process must be clearly communicated.	<ul style="list-style-type: none"> Development of policy (MPP) and tools that define reporting requirements and standardise communication to complainants and alleged perpetrators 	<ul style="list-style-type: none"> Adopt the reporting protocols Actively communicate the reporting protocols by communicating to members and incorporating in existing Protocols, newsletters, notice boards, Nipper and other Club resources.
6	Strategies to identify and reduce or remove risks of child abuse	Requires continuous improvement and review of safeguarding practices. Regular (at least annual) reviews also need to be taken to identify areas of risk to children and young people associated with service delivery.	<ul style="list-style-type: none"> Mitigation practices to ensure children and young people are safe Ensure ongoing and appropriate communication and education to all stakeholders Monitoring of risk and quality management Development of Risk Matrix 	<ul style="list-style-type: none"> Adopt the recommended practices Change current protocols to meet recommended practices Actively communicate the protocols by communicating to members and incorporating in existing Protocols, newsletters, notice boards, Nipper and other Club resources Use risk and quality management monitoring tool to actively monitor protocols and periodical basis
7	Strategies to promote the participation and empowerment of children	Requires open communication between the organisation and its service users, focussing on seeking and using feedback from children and parents. Information is expected to be age and stage appropriate, and is encompassed within a child rights.	<ul style="list-style-type: none"> Development of child friendly words and visual imagery Development of tools such as posters for display at club rooms Development of formal ways to provide feedback that is relevant to children and their parents/carers 	<ul style="list-style-type: none"> Adopt LSV guidelines, tools and templates to implement child friendly words and visual imagery Implement and or update feedback mechanisms to ensure relevant to children and their parents/carers