



## Educational Leader

*Management, educators and staff are aware of their roles and responsibilities to identify and respond to every child at risk of abuse or neglect.*

**Looking at the element in detail** - A service reviewed what the NQF Guide said about element 2.2.3 and understood all employees must be aware of:

- the current child protection policy and procedures
- their legal responsibilities, roles and responsibilities to identify and respond to every child at risk of harm, abuse or neglect.

The theme for National Child Protection Week (4 – 10 September 2022) is ‘safe and supported’ – ensuring all children can grow up in a safe and supported environment.

We recently issued new Child Safe Policies to all customers. These are based on the national Child Safe Principles. For NSW and Victoria customers, the policies cover specific Child Safe Standards enshrined in State legislation (which have adapted the national Principles). NSW and VIC services are required to have policies which show how they meet the State Standards/Principles. South Australia has also committed to implement the national Principles and SA customers must have a Child Safe Policy.

Please review your Child Safe Policy. How familiar are you or your educators with the national or relevant State Child Safe Principles/Standards? How might you increase awareness and understanding?

After reviewing the Policy, what actions could you help educators implement to support a child safe environment?

NAPCAN has curated a [series of webinars](#) to support National Child Protection Week. There are daily webinars during the Week which focus on what children, families and the evidence is telling us about the best ways to do this. These include:

- Tuesday 6th September 10.30 am: How deep connection to culture is keeping children safe and supported
- Thursday 8th September 10.30apm: Are Aussie kids OK? Preview data from the Australian Child Maltreatment Study

The webinars are free and will be recorded.

When did educators last receive training/refresher training in Child Protection? Are there any particular areas they need help with eg using the indicators of harm/abuse/neglect, using online reporting guides (Some states only), making reports of known or suspected abuse, referring families to support services? What will you do?

## Child Protection Policy

The Approved Provider, Nominated Supervisor, employees, volunteers and students will:

- be trained in their child protection obligations so they can confidently
  - identify indicators of abuse
  - manage disclosures or suspicions of abuse/neglect
  - report abuse/neglect to relevant authorities including any made involving employees, volunteers, students
  - prepare accurate records to assist investigations and store them securely
- always take anything a child says seriously and follow up their concerns
- maintain the confidentiality of all parties involved in an investigation
- keep their child protection clearance current (eg working with children check) unless exempted under the law.

## Child Safe Policy NSW Only

Our Service commits to an environment and practices which are consistent with the NSW Child Safe Standards:

1. Child safety is embedded in organisational leadership, governance and culture
2. Children participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved
4. Equity is upheld and diverse needs are taken into account
5. People working with children are suitable and supported
6. Processes to respond to complaints of child abuse (or other concerns) are child-focused
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training
8. Physical and online environments minimise the opportunity for abuse or other kinds of harm to occur
9. Implementation of the Child Safe Standards is continuously reviewed and improved
10. Policies and procedures document how the organisation is child safe

The Policy outlines how we support the Standards, including through many of our other Policies and procedures.

## Child Safe Policy VIC Only

Our Service commits to an environment and practices which are consistent with the VIC 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
2. Child safety and wellbeing is embedded in organisational leadership, governance and culture
3. Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously
4. Families and communities are informed, and involved in promoting child safety and wellbeing
5. Equity is upheld and diverse needs respected in policy and practice
6. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
7. Processes for complaints and concerns are child-focused
8. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
9. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed
10. Implementation of the Child Safe Standards is regularly reviewed and improved
11. Policies and procedures document how the organisation is safe for children and young people.

## Week 28, 5 - 9 September 2022 – 2.2.3 Child Protection

The Policy outlines how we support the Standards, including through many of our other Policies and procedures.

**Child Safe Policy (all except NSW & VIC)**

Our Service commits to an environment and practices which are consistent with the National Child Safe Principles:

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture
2. Children are informed about their rights, participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved in promoting child safety and wellbeing
4. Equity is upheld and diverse needs respected in policy and practice
5. People working with children are suitable and supported to reflect child safety and wellbeing values in practice
6. Processes for complaints and concerns are child-focused
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children safe through ongoing education and training
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children to be harmed
9. Implementation of the national child safe principles is regularly reviewed and improved
10. Policies and procedures document how the organisation is child safe

The Policy outlines how we support the Principles, including through many of our other Policies and procedures.

Do you have any feedback or comments about these policies? Please include below.

Educator's Name	Educator's Signature

Note we are now listing any Procedures which relate to the Policy reviewed. We have a comprehensive Procedure Pack (in addition to the procedures already included in the policies) which is currently part of our HR Toolkit. Please contact us on [admin@centresupport.com.au](mailto:admin@centresupport.com.au) if you would like a quote for the Kit.

Procedure – Child Safe

**Week 28, 5 - 9 September 2022 – 2.2.3 Child Protection**