National Catholic Safeguarding Standards

CPSL
CATHOLIC PROFESSIONAL STANDARDS
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COMPARISON BETWEEN NCSS & STATE/TERRITORY CHILD SAFE STANDARDS/PRINCIPLES

The following table compares the National Catholic Safeguarding Standards and its criteria with child safe organisational principles and standards in place in state jurisdictions across the country. This document will be regularly updated as requirements in state jurisdictions change.

National Catholic Safeguarding Standards Standard 1	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Australia Guidelines for Child Safe Organisations
Committed leadership, governance and culture *Child safeguarding is embedded in the entity's leadership, governance and culture*				Understands the importance of child safety	Std 1 - Strategies to embed an organisational culture of child safety, through effective leadership arrangements Std 2 – A Child Safe Policy or Statement of Commitment to Child Safety	Leadership, governance & culture
1.1 The entity publicly commits to child safeguarding and takes a zero-tolerance approach to child abuse.	The organisation has zero tolerance for bullying & discrimination	A statement of commitment	Documented child safe environments policy that outlines commitment to children's safety & wellbeing		Public commitment to child safety	An organisational commitment to being child safe & friendly articulates how the commitment is actioned & is publicly available
1.2 A child safeguarding culture is championed and modelled at all levels of the entity from the top down and bottom up.	Leaders within the organisation set a good example for staff & volunteers about how to behave respectfully towards children. Leaders in the organisation make sure that all staff & volunteers understand their obligations towards children & know what to do if a child reports abuse or harm				Leadership championing child safe culture Support for leaders to make child safe decisions Child safety is shared responsibility across the organisation	Leaders support & enable staff & volunteers to undertake child safe & friendly practices Everyone in the organisation, including staff, volunteers, children, young people & families can describe what the organisation has in place to keep children & young people safe or what to do in particular circumstances, such as how to make a complaint
1.3 Governance arrangements facilitate implementation of a Child Safeguarding Policy across the entity's activities.			Communication of child safe environments policy & procedures to all relevant people		Communication of child safe policies & strategies to the organisation's community	A clear accountability framework for child safe & friendly practices & procedures is promoted to staff, volunteers, families,

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						children & young people & includes access to specialist advice about child safe practices internally &/or externally
1.4 A Code of Conduct provides guidelines for personnel on expected behavioural standards and responsibilities.	The organisation has a code of conduct for all staff & volunteers & everyone in the organisation knows how they are expected to behave towards children, children's families & each other	A code of conduct	Code of Conduct for adults (& where applicable children), including steps to be taken if the Code if breached		Std 3 – A Code of Conduct that establishes clear expectations for appropriate behaviour with children	
1.5 The entity has risk management strategies focusing on preventing, identifying and mitigating risks to children.			Identify, assess & minimise/prevent risk of harm to children because of action or inaction of a person involved in the organisation		Std 6 – Strategies to identify & reduce or remove risks of child abuse Leaders informed of the risks to child safety in the organisation Child safe policy reflects risks present in the organisation	
1.6 Personnel understand their obligations on information sharing and record keeping.					Ensure record keeping requirements, confidentiality & privacy are maintained when investigating child safety concerns	

National Catholic Safeguarding Standards Standard 2	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Austra Guidelines for Chil Organisation
Children are safe, informed and participate *Children are informed about their rights, participate in decision affecting them and are taken seriously.*	The organisation focuses on what is best for the children		Empower & promote the participation of children in decision-making & service development	Encourages children to engage in decisions that affect them	Std 7 – Strategies to promote the participation & empowerment of children	Empowering children to participate
2.1 Children are informed about their rights, including safety, information and participation.	Children's views matter & the organisation asks children about what would make them feel safe Children are consulted before important decisions are made and informed about how the information they provide will be used		Rights-based approach to service delivery & empowerment of children to raise any matters that are concerning them	Ensures that children know who they can talk to if they are feeling unsafe	Consult with children about decisions affecting them Inform children of their rights Provide information on policies & procedures in child-friendly & accessible ways	Staff/volunteers promot children's rights and responsibilities and pror personal safety and supp
2.2 The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and less isolated.						Staff/volunteers run the activities in an inclusive that adds to the self-est all participants
2.3 Where relevant to the setting or context, children and families may be offered access to abuse prevention programs and related information that is age appropriate.						
2.4 Personnel are attuned to signs of harm and facilitate child-friendly ways for children to express their views, participate in decision-making and raise their concerns.	The organisation acts on children's views and addresses their concerns Children are consulted before important decisions are made and informed about how the information they provide will be used				Create opportunities for children to participate in planning, preparation, action & feedback Ensure children know how to raise concerns Train staff & volunteers on empowering children	

National Catholic Safeguarding Standards Standard 3	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Australia Guidelines for Child Safe Organisations
Partnering with families, carers and communities *Families, carers and communities are informed and involved in promoting child safeguarding.*	The organisation welcomes children's families and communities			Welcomes and values open communication with families and carers		Involving family and community
3.1 Families and carers participate in decision affecting their child.	Families feel welcome and are encouraged to participate with their child					
3.2 The entity engages and openly communicates with families, carers and communities about its child safeguarding approach, and relevant information is accessible.	The organisation's commitment to child safety and its strategies for ensuring children are safe is publicly available information				Ensure leaders, staff, volunteers, families & children understand the child safe policy	There are opportunities for parents, carers and community members to participate in activities in the organisation
3.3 Families, carers and communities have a say in the entity's policies and practices.	Families are invited to provide feedback and there is an easy process for families to make a complaint or raise a concern				Incorporate feedback from children, families, staff & volunteers into the child safe policy & Code of Conduct	Opportunities for parents, carers and other community members to be involved in program and policy development and reviews within the organisation are actively promoted
3.4 Families, carers and communities are informed about the entity's operations and governance.	Leaders within the organisation make sure feedback or concerns raised by families or the community is followed-up The organisation provides families and communities with up-to-date information about how it keeps children safe			Is able to provide families and carers with a written copy of their procedures		Barriers that may prevent parent, carer and/or community participation have been identified and addressed.
3.5 The entity takes a leadership role in raising community awareness of the dignity and rights of all children.					Raise community awareness about child abuse	

National Catholic Safeguarding Standards Standard 4	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Australia Guidelines for Child Safe Organisations
Equity is promoted and diversity is respected *Equity is upheld and diverse needs respected in policy and practice.*	The organisation respects & values children			Recognises & respects distinct needs of children from diverse cultures & backgrounds		Upholding equity & meeting diverse needs
4.1 The entity actively anticipates children's diverse circumstances and backgrounds, and provides support and responds effectively to those who are vulnerable.	The organisation demonstrates through the language it uses & the way in which people behave that it respects & welcomes children from diverse backgrounds All children are treated fairly					The organisation's environment reflects the lives & identities of the children that engage with the organisation
4.2 All children have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.					Strategies to welcome all children & ensure they can participate	
4.3 The entity pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds, those who are unable to live at home	Information about child safety is provided in a range of languages & in ways that children can understand Children with disabilities are given the help they need to participate in the organisation				Promotion of cultural safety of Aboriginal children & young people & what they can do to better make the organisation a safe place for Aboriginal families Consideration of how welcoming they are to children & families from culturally & linguistically diverse backgrounds & what they can do to make it more inclusive & culturally responsive Organisations may need to take specific steps to meet the safety & participation needs of children with disability	

National Catholic Safeguarding Standards Standard 5	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Australia Guidelines for Child Safe Organisations
Robust Human Resource management *People working with children are suitable and supported to reflect child safeguarding values in practice.*	The organisation has skilled & caring employees & volunteers	Policies for recruiting, selecting, training & managing employees (including volunteers)			Std 4 – Screening, supervision, training & other human resource practices that reduce risk of child abuse by new & existing personnel	Managing staff & volunteers
5.1 Recruitment, including advertising, interview questions, referee checks and personnel pre-employment screening, emphasises child safeguarding.	The organisation conducts other screening processes, including interviews & reference checks		Comprehensive recruitment procedure for recruiting suitable staff/volunteers Ensure that a relevant history assessment is conducted for each employee/volunteer working with or in close proximity to children or their records		Promotion of child safe position & policies to potential applicants The level of interaction of the employee or volunteer role informs screening required for the position	All workers, including paid staff & volunteers, are carefully selected using a recruitment strategy that includes multiple checks
5.2 Relevant personnel (including all seminarians, clergy and religious) have current working with children checks or equivalent background checks.	People working or volunteering with children have a valid Working With Children Check & the organisation verifies the Working With Children Check of every person in the organisation who works or volunteers with children	Policies & procedures for compliance with the blue card system				
5.3 Personnel receive an appropriate induction and are aware of their child safeguarding responsibilities, including reporting obligations.	Staff & volunteers feel confident to report problems & concerns, without fear of blame				Induction of staff & volunteers into child safe organisational culture Ensure that child safe policy is communicated to leaders, staff/volunteers, families & children	Staff & volunteers participate in a structured induction process which includes training, advice & ongoing support in relation to child-safe policies & day-to-day child-safe practices in the workplace
5.4 Ongoing supervision and people management is focused on child safeguarding.	The organisation conducts other screening processes, including interviews & reference checks		Staff & volunteers are actively supported & supervised so that their performance is developed & enhanced to promote the establishment &		Monitor & assess employee/volunteer continued suitability for child-related work Ensure work performed is appropriate in relation to child safety	Regular supervision & support is provided to staff, which includes the opportunity to discuss child-safe practices & checks for understanding of policies & procedures

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			maintenance of child safe environments		Child safety is captured in the performance development framework	Staff & volunteer management is supported by clear disciplinary & grievance procedures, which are linked to codes of conduct & feedback/complaint mechanisms
5.5 Robust processes exist for screening candidates before and during seminary and religious formation. Robust processes are implemented for ongoing formation, support and supervision of clergy and religious.					Monitor & assess employee/volunteer continued suitability for child-related work Ensure work performed is appropriate in relation to child safety	
5.6 Seminary and formation programs for clergy and religious have appropriate curriculum to build the knowledge and skills of candidates to understand and lead child safeguarding initiatives.					Support staff/volunteers to develop practical skills in protecting children & respecting disclosures	
5.7 Credentialing and movement of seminarians, clergy and religious is appropriately managed.						
5.8 Entities which receive overseas clergy and religious for work in religious or pastoral ministry have targeted programs for the screening, induction, professional supervision and development of these people.					Monitor & assess employee/volunteer continued suitability for child-related work Ensure work performed is appropriate in relation to child safety	

National Catholic Safeguarding Standards Standard 6	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Australia Guidelines for Child Safe Organisations
Effective complaints management *Processes for raising concerns and complaints are responsive, understood, accessible and used by children, families, carers, communities and personnel*		Procedures for handling disclosures & suspicions of harm			Std 5 – Processes for responding to & reporting suspected child abuse	Child friendly complaint process & reporting
6.1 The entity has an effective Complaints Handling Policy and procedures which clearly outline the roles and responsibilities, approaches to dealing with different types of complaints, reporting obligations and record keeping requirements.			Report & respond appropriately to suspected abuse & neglect	Takes all reports of suspected harm seriously by reporting it immediately to the appropriate authorities	Policies & processes to report & act on disclosures or concerns about child safety are in place Mandatory reporting requirements are met Children's reports of abuse & concerns about safety are recorded & taken seriously Conflicts of interest are declared & managed when investigating allegations of child abuse or concerns about child safety	Barriers that may prevent staff/volunteers, families, children & young people from providing feedback, raising concerns or making a formal complaint have been identified & addressed There are multiple pathways for staff/volunteers, children, young people & parents/carers to provide feedback, raise concerns or complaints
6.2 The entity has a child-focused complaints handling system that is understood by children, families, carers and personnel.	The organisation has a child-friendly complaints process for children & makes it easy for children to raise concerns & provide feedback When a child makes a complaint or an allegation the organisation explains what will happen next.				Complaints processes are accessible for children, families & members of the broader community	There are clear procedures for staff/volunteers, families, children & young people to provide feedback, raise concerns or make formal complaints. These procedures are actively promoted
6.3 Complaints are taken seriously, and responded to promptly and thoroughly.	If a child reports that they have been harmed or feel unsafe, staff or volunteers report this immediately, even if they have not witnessed harm occurring				Risk assessments are documented & address how immediate or ongoing risks to a child or children are managed & mitigated	All concerns from children, staff/volunteers, family & community members are taken seriously & acted upon
6.4 The entity has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether	The organisation has a policy about what to do if a child has been harmed & staff/volunteers know what to do when there are					

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or not the laws requires reporting, and co-operates with law enforcement.	concerns about a child's safety					
6.5 Reporting, privacy and employment law obligations are met.					Ensure record keeping requirements, confidentiality & privacy are maintained when investigating child safety concerns	
6.6 The Church Authority ensures mechanisms are in place to care for adult complainants.						
6.7 The Church Authority ensures mechanisms are in place to monitor and support respondents facing allegations/						

National Catholic Safeguarding Standards Standard 7	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Australia Guidelines for Child Safe Organisations
Ongoing education and training *Personnel are equipped with knowledge, skills and awareness to keep children safe through information, ongoing education and training.*		Communication and Support				Education and development
7.1 Personnel are trained and supported to effectively implement the entity's child safeguarding policies and procedures.			Training & development opportunities are provided for staff & volunteers to maintain their knowledge of child protection & child safe environments		Ensure that the child safe policy is communicated to leader, staff/volunteers, families & children Ensure staff/volunteers have an up-to-date understanding of strategies, policies & procedures Training is provided to staff/volunteers regarding the process for making complaints & reports of abuse Ensure staff/volunteers gain skills in addressing diverse needs of vulnerable children	Training addresses the needs of the whole organisation, including leaders & governing bodies, to ensure they have the knowledge/information needed to understand their responsibilities Ongoing professional development/training is provided to support ongoing responsiveness to, & application of, child safe & friendly practices in the workplace Training & resources provided to staff/volunteers are accessible, evidence-informed & reviewed regularly
7.2 Personnel receive training to recognise the nature and indicators of child abuse, including harmful behaviours by a child towards another child.	Staff and volunteers are provided with information and training about indicators and dynamics of child abuse and maltreatment				Training is provided to staff/volunteers regarding identifying indicators of abuse	
7.3 Personnel receive training to enable them to respond effectively to child safeguarding risks, concerns, disclosures and allegations of child abuse.					Support staff/volunteers to develop practical skills in protecting children & respecting disclosures	
7.4 Personnel receive training and information on how to build culturally safe environment for children.					Ensure staff/volunteers contribute positively to a culturally safe space for children	

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Safe physical and online environments *Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children to be harmed.*		A risk management plan for high risk activities & special events			Std 6 – Strategies to identify & reduce or remove risks of child abuse	Safe environments – physical & online
8.1 Personnel 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.	Staff and volunteers are quick to notice when there are risks and take action to keep children safe		Identify, assess & minimise/prevent risk of harm to children because of action or inaction of a person involved in the organisation		Identify risks to more vulnerable children	A practical risk management strategy is developed & adapted for the different settings in which the organisation works & the particular needs of the children & young people
8.2 The online environment is used in accordance with the entity's Code of Conduct and safeguarding policies and procedures.						Behaviours that are inappropriate with children & young people & workplace factors that can affect the likelihood of such behaviour occurring are identified. Strategies to minimise these activities occurring are included in the practical risk management strategy
8.3 Risk management plans consider risks posed by the entity's settings, activities and physical environments.			Identify, assess & minimise/prevent risk of harm to children because of action or inaction of a person involved in the organisation		Identify risk & develop & implement strategies to reduce or remove risk of child abuse within the organisation's environments, activities & services	Behaviours that are inappropriate with children in an online environment have been identified. Strategies to minimise these behaviours & activities occurring have been addressed
8.4 Entities that contract facilities and services to and from third parties have procurement policies that ensure safeguarding of children.						

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Continuous improvement *Entities regularly review and improve implementation of their systems for keeping children safe.*						Continuous improvement
9.1 The entity regularly reviews and improves child safeguarding practices.			Review of child safe environments policy & procedures, at least once every 5 years		Continuous improvement of child safe practices Improve or update strategies to reduce or remove risks of abuse Continuous review & improvement of strategies regarding child empowerment	Policies & procedures are dated & new versions/changes are brought to the attention of staff/volunteers, parents, carers, children & young people & supported by relevant information &/or training as required Self-assessment & review of all child safe organisation domains & strategies are undertaken regularly & leaders in the organisation are aware of the outcomes, any areas requiring attention & the completion of necessary tasks
9.2 The entity analyses concerns and complaints to identify causes and systemic failures to inform continuous improvement.	If something does go wrong, the organisation identifies what went wrong & implements strategies to prevent this from happening again				Monitor & assess responses to reports of abuse Improve or update strategies to reduce or remove risks of abuse	
9.3 The Church Authority reports on the findings of relevant reviewed to personnel, children, families, carers and community.						

National Catholic Safeguarding Standards Standard 10	New South Wales Principles for Child-Safe Organisations	Queensland Blue Card System	South Australia Child Safe Environments	Tasmania	Victoria Child Safe Standards	Western Australia Guidelines for Child Safe Organisations
Policies and procedures support child safety *Policies and procedures document how the entity is safe for children.*				Has clear procedures to help prevent the possibility of harm		Child safe & friendly policies
10.1 Policies and procedures address the National Catholic Safeguarding Standards.						There is a coherent framework of policies & procedures which address safety & other relevant issues facing children
10.2 Policies and procedures are accessible and easy to understand.						The policies & procedures are clear, easy to understand & accessible to all stakeholders, including staff/volunteers, families, children & young people. This may mean there are separate versions for each stakeholder group
10.3 Best practice policy models and stakeholder consultation inform the development and review of policies and procedures.			Review of child safe environments policy & procedures, at least once every 5 years		Incorporate feedback from children, families, staff & volunteers into the child safety policy	The organisation fosters open & positive relationships with other organisations to share lessons learned, experiences & practices
10.4 The Church Authority and leaders champion and model compliance with policies and procedures.		A plan for managing breaches of your child and youth management strategy				Leaders actively model & promote inclusive practices & a focus on child safety throughout the organisation. They provide opportunities for staff & volunteers to ask questions & to seek further advice on how to maintain a child safe environment
10.5 Personnel understand and implement the policies and procedures.						Child safe policies & procedures are applied to the day-to-day practice of the organisation's child-related workers