

## STANDARD 5



### Robust human resource management

People working with children are suitable and supported to reflect child safeguarding values in practice

#### 5.1.1 The entity emphasises its commitment to child safeguarding and zero-tolerance approach to child abuse in all aspects of its advertising, screening and recruitment for personnel.

*Sample wording for use in advertising and recruitment processes.*

**[Insert name of Church entity]** is a child safe organisation, committed to the protection of children and has zero-tolerance of any abuse of children. All employees are required to undergo a National Police Check, retain a valid Working with Children Check where necessary, and sign and comply with our Child Safeguarding Policy and Code of Conduct.

Applicants for all positions at **[Insert name of Church entity]** must have a valid Working With Children Check. For more information, please visit **[insert link to relevant State authority]**.

This position involves working with children. The appointment of successful applicants will be subject to satisfactory employment screening for child-related employment including the completion of a National Police Check, retention of a valid Working with Children Check and adoption and compliance with our Child Safeguarding Policy and Code of Conduct.

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*Sample language and phrasing for use in advertising and recruitment processes.*

Applicants must have experience working with children.

Applicants must be able to demonstrate an understanding of appropriate behaviours when engaging with children.

**[Insert name of Church entity]** promotes the safety and wellbeing of children from culturally and/or linguistically diverse backgrounds and encourages applications from people from culturally and/or linguistically diverse background.

Applicants are welcome to elaborate on experience they may have working with children from a culturally and/or linguistically diverse background.

**[Insert name of Church entity]** promotes the safety and wellbeing of Aboriginal and Torres Strait Islander children and encourages applications from Aboriginal and Torres Strait Islander peoples.

Adapted from material sourced from *National Committee for Professional Standards*