



Standard 5

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

How do we apply the Standard?

- Embrace all children.
- Pay particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability and children from CALD backgrounds.
- Champion attitudes and behaviours that respect the human rights of all children and young people.
- Identify and respect the diverse needs, abilities and backgrounds of children.
- Adapt activities and services to ensure all children feel included.
- Train and equip staff to understand children and young people's diverse circumstances.
- Recognise that all children are vulnerable but that some are more vulnerable to abuse than others.
- Complaints processes are culturally safe, accessible and easy to understand.
- Actively anticipate children's diverse circumstances and respond effectively to those with additional vulnerabilities.
- Reflect the cultural diversity of the community that your organisation serves in your staffing, leadership and volunteers.

How do we document the Standard?

- A child safe policy that describes how children should have their individual needs recognised and describes how the organisation considers its response to children with vulnerabilities.
- Risk management plan that identifies factors that may increase the risk of abuse for children with vulnerabilities.
- Child safe information in various formats.
- Surveys that gauge the effectiveness of family and community engagement.
- Records of family and community information given and feedback received, and how this feedback was acted on and implemented.
- Evidence of how diversity is represented in your print publications, websites, publicity and advertising materials.
- Communication showing how your organisation values having a culturally safe environment - this may be through items in newsletters, information booklets, emails.

What does it look like in action?

- Staff and volunteers feel confident in working with diverse groups.
- The culture and everyday practices of your organisation allow children with diverse needs to feel valued.
- Child-friendly material in accessible language.
- Children with diverse needs can speak up about concerns around their safety and the safety of their friends, and adults take them seriously.
- Children with increased vulnerabilities are not disadvantaged by programs and activities.
- Have strategies to address discrimination and exclusion, whether intentional or unintentional.
- Identify vulnerabilities and establish the needs of individuals who are part of your organisation.
- Encourage children to have positive discussions about diversity.

how can
we help you?