



# Standard 6

*People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.*

## How do we apply the Standard?

- Job ads or promotional material that show your organisation values child safety.
- Application forms ask for information that is relevant to child safety.
- Screening interview has a range of questions and includes questions around child safety.
- Conduct and keep records of thorough reference checks.
- Be diligent about the Working With Children Check and keep good records for each person.
- Assess if roles need further background checks, licenses or registrations beyond the working with children check.
- Make sure staff that are responsible for recruitment and screening understand it's importance and follow processes.
- Have adequate induction and onboarding that equips staff and volunteers with child safety training.
- Think about your ongoing supervision and monitoring of staff and volunteers.

## How do we document the Standard?

- Volunteer recruitment and employment advertisements that state your value for child safety.
- Job descriptions and duty statements - for management, staff and volunteers.
- Records of applications, screening interviews, reference checks and Working with Children Checks.
- Any additional background checks, show that you've checked the validity of qualifications.
- Induction packages that include Codes of Conduct, Child Safe Policies and Complaint Handling processes.
- A recruitment and screening policy/procedure that describes ways that recruitment occurs.
- Performance development plans for staff and volunteers.
- Supervision plans that outline how staff performance will be managed.
- Information for parents and carers about your recruitment and screening processes.

## What does it look like in action?

- Ensure your recruitment and screening processes are followed, every time!
- Design your recruitment questions, so that in addition to assessing a person's values, motives and attitudes you're asking relevant child safety questions.
- Induction that includes information about policies and procedures, code of conduct, reporting, how to identify risk of harm and how your organisation hears from and seeks the views of children, young people and families.
- Actively support staff and volunteers.
- Manage higher-risk settings - If your organisation has higher risk settings e.g. remote locations, one on one, closed environments, make sure you're visiting locations regularly, have regular supervision, peer reviews, and other systems in place.

*how can  
we help you?*