Child Safety Standards
儿童安全标准

Be in force since 1st July 2022
从 2022 年 7 月 1 日起执行

[Standard 1 标准 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. 学校要创建一个安全的文化环境，尊重和珍惜土著儿童和青少年的多样化和独特的身份识别和个人经历。

1.1   A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported. 鼓励和积极支持儿童表达其文化的能力和享受其文化的权利。

1.2   Strategies are embedded within the organisation which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people. 学校制定相关政策帮助所有成员承认和懂得土著文化的力量，并理解这对于土著儿童和青少年身心健康和安全的重要性。

1.3   Measures are adopted by the organisation to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism are addressed with appropriate consequences. 学校采取相关措施确保在学校内可发现和抵制种族歧视，且学校不容忍种族歧视的行为，并会采取恰当的处罚应对出现的任何种族歧视行为。

1.4   The organisation actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families.学校积极支持和促进土著儿童、青少年及其家庭的参与。

1.5   All of the organisation's policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families. 学校运用所有的相关政策、工作流程和体系创建一个在文化上安全和包容的环境，满足土著儿童、青少年及其家庭的需求。

[Standard 2 标准 2:](#) Child safety and wellbeing is embedded in organisational leadership, governance and culture. 儿童安全与身心健康融入学校的管理和文化中。

2.1   The organisation makes a public commitment to child safety. 学校公示其对儿童安全保护的承诺。

2.2　A child safe culture is championed and modelled at all levels of the organisation from the top down and bottom up. 儿童安全的文化贯穿于学校从上到下的各个层级之中。

2.3　Governance arrangements facilitate implementation of the Child Safety and Wellbeing Policy at all levels. 学校在管理安排上促进儿童安全与健康政策运行于各个层级。

2.4　A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities. 《儿童安全行为准则》向教职员工和志愿者提供应有行为规范和责任的指南。

2.5　Risk management strategies focus on preventing, identifying and mitigating risks to children and young people. 风险管理措施重在预防、识别和减少对儿童和青少年的风险。

2.6　Staff and volunteers understand their obligations on information sharing and record keeping. 教职员工和志愿者了解他们在信息分享和保留记录方面的责任。

Standard 3 标准 3: Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously. 赋予儿童和青少年权利，让他们参与对其会产生影响的决策制定，并认真对待他们的参与。

3.1　Children and young people are informed about all of their rights, including to safety, information and participation. 向儿童和青少年告知他们的所有权利，包括安全、健康和参与的权利。

3.2　The importance of friendships is recognised and support from peers is encouraged, to help children and young people feel safe and be less isolated. 认可友谊的重要性，鼓励同伴间的支持，帮助儿童和青少年感到安全，远离孤立。

3.3　Where relevant to the setting or context, children and young people are offered access to sexual abuse prevention programs and to relevant related information in an age-appropriate way. 在条件允许的情况下，向儿童和青少年提供适合其年龄的预防性侵害教育课程和相关信息。

3.4　Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children and young people to express their views, participate in decision-making and raise their concerns. 教职员工和志愿者要了解儿童伤害的迹象，促进用儿童可以接受的方式鼓励儿童和青少年表达自己的观点、参与决策制定、提出自己的问题。

3.5   Organisations have strategies in place to develop a culture that facilitates participation and is responsive to the input of children and young people. 学校制定相关政策形成鼓励儿童和青少年参与并积极回应其参与的校园文化。

3.6   Organisations provide opportunities for children and young people to participate and are responsive to their contributions, thereby strengthening confidence and engagement. 学校创造机会欢迎儿童和青少年的参与并积极回应其参与，从而增强他们的信心和参与感。

Standard 4 标准 4: Families and communities are informed and involved in promoting child safety and wellbeing. 家庭和社区了解并参与促进儿童安全与健康。

4.1   Families participate in decisions affecting their child. 家庭参与影响儿童的决策制定。

4.2   The organisation engages and openly communicates with families and the community about its child safe approach and relevant information is accessible. 学校邀请家庭和社区并公开与他们交流有关儿童安全保护的措施，并向他们公开相关信息。

4.3   Families and communities have a say in the development and review of the organisation's policies and practices. 家庭和社区在学校有关儿童安全保护政策和措施的制定和审核方面有发言权。

4.4   Families, carers and the community are informed about the organisation's operations and governance. 家庭、照顾者和社区了解学校的运行和管理。

Standard 5 标准 5: Equity is upheld and diverse needs respected in policy and practice 学校在政策和执行上即保持公平又尊重不同需求。

5.1   The organisation, including staff and volunteers, understands children and young people's diverse circumstances, and provides support and responds to those who are vulnerable. 学校包括教职员工和志愿者了解儿童和青少年的多样性环境，对弱势群体提供支持和回应。

5.2   Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand. 儿童和青少年能够获得不存在文化歧视、且易于他们理解的有关儿童安全的相关信息、支持和投诉流程。

5.3   The organisation pays particular attention to the needs of children and young people with disability, children and young people from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay,

bisexual, transgender and intersex children and young people. 学校特别关注特殊儿童和青少年群体的需求，比如有身体残障、来自不同文化和语言背景、寄养在外、同性恋、双性恋、跨性别、双性儿童和青少年。

5.4   The organisation pays particular attention to the needs of Aboriginal children and young people and provides/promotes a culturally safe environment for them. 学校特别关注土著儿童和青少年的需求，为他们提供或促进一个没有文化歧视的环境。

Standard 6 标准 6: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice. 学校选择合适的人员与儿童和青少年一起工作，并在工作中体现儿童安全和健康的价值。

6.1   Recruitment, including advertising, referee checks and staff and volunteer pre-employment screening, emphasise child safety and wellbeing. 在招聘过程中包括发布广告、背景调查、教职员工和志愿者的雇佣前背景信息调查要着重儿童安全和健康方面的内容。

6.2   Relevant staff and volunteers have current working with children checks or equivalent background checks. 相关的教职员工和志愿者要持有效的 WWCC 卡或者相关的背景调查。

6.3   All staff and volunteers receive an appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations. 所有教职员工和志愿者接受一定的岗前培训，了解自己在儿童和青少年保护方面的责任，包括保留记录、信息分享和上报责任等。

6.4   Ongoing supervision and people management is focused on child safety and wellbeing. 学校要着重儿童安全与健康方面持续的监督和人员管理。

Standard 7 标准 7: Processes for complaints and concerns are child focused. 投诉流程要以儿童为重心。

7.1   The organisation has an accessible, child-focused complaint handling policy which clearly outlines the roles and responsibilities of leadership, staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report. 学校要制定一个以儿童为重心的投诉处理政策，明确管理层、员工和志愿者的职责和责任，应对不同投诉和违反相关政策或《儿童安全行为准则》的处理办法以及行动和上报的有关责任。

7.2　Effective complaint handling processes are understood by children and young people, families, staff and volunteers, and are culturally safe. 有效的投诉处理流程能够被儿童和青少年、家庭、教职员工和志愿者所理解，并且不存在文化歧视。

7.3　Complaints are taken seriously and responded to promptly and thoroughly. 学校认真对待投诉，并迅速深入地进行回应。

7.4　The organisation has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and co-operates with law enforcement. 学校制定有相关的政策和工作程序向有关机构上报投诉（无论法律是否要求上报），并配合执法。

7.5　Reporting, privacy and employment law obligations are met. 学校遵守上报、隐私保护、劳工法等相关法律。

Standard 8 标准 8: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training. 教职员工和志愿者通过持续的学习和培训掌握保护儿童和青少年安全的相关知识、技能和意识。

8.1　Staff and volunteers are trained and supported to effectively implement the organisation's Child Safety and Wellbeing Policy. 培训教职员工和志愿者并支持他们有效地执行学校的儿童安全与健康政策。

8.2　Staff and volunteers receive training and information to recognise indicators of child harm including harm caused by other children and young people. 教职员工和志愿者参加培训并了解如何识别儿童受到伤害包括由其他儿童和青少年引起的伤害的迹象。

8.3　Staff and volunteers receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm. 教职员工和志愿者参加培训并了解如何有效应对儿童安全与健康问题以及如何支持发现儿童伤害的同事。

8.4　　Staff and volunteers receive training and information on how to build culturally safe environments for children and young people. 教职员工和志愿者参加培训并了解如何为儿童和青少年创建没有文化歧视的环境。

Standard 9 标准 9: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed. 实体和网络环境促进儿童安全与健康，降低儿童与青少年受到伤害的机会。

9.1   Staff and volunteers 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. 教职员工和志愿者识别和降低网络和实体环境中的风险，同时尊重儿童的隐私、获得信息的权利、进行社交的权利和学习的机会。

9.2   The online environment is used in accordance with the organisation's Code of Conduct and Child Safety and Wellbeing Policy and practices. 网络环境的运用要结合学校的儿童安全行为准则和儿童安全与健康条例及其执行。

9.3   Risk management plans consider risks posed by organisational setting, activities and the physical environment. 风险管理计划要考虑到学校所处的场地、组织的活动和实体环境可能带来的风险。

9.4   Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people. 为学校提供设施和服务的第三方有相关的政策确保儿童和青少年的安全。

Standard 10 标准 10: Implementation of the Child Safe Standards is regularly reviewed and improved. 定期审查和改进儿童安全标准的执行。

10.1 The organisation regularly reviews, evaluates and improves child safe practices. 学校定期审查、评估和改进儿童安全措施的执行。

10.2 Complaints, concerns and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement. 分析投诉和儿童安全事件报告以了解事发原因和系统中的问题以期不断的改进。

10.3 The organisation reports on the findings of relevant reviews to staff and volunteers, community and families, and children and young people. 学校向教职员工、志愿者、社区、家庭、儿童和青少年报告相关审查的结果。

Standard 11 标准 11: Policies and procedures document how the organisation is safe for children and young people. 制定相关政策和工作流程确保儿童和青少年的安全

11.1 Policies and procedures address all Child Safe Standards. 学校的政策和工作流程符合所有儿童安全标准。

11.2 Policies and procedures are documented and easy to understand. 政策和工作流程有文件记录并易于理解。

11.3 Best practice models and stakeholder consultation informs the development of policies and procedures. 将最佳实践模式和相关利益者的咨询意见融入学校政策和工作流程的制定中。

11.4 Leaders champion and model compliance with policies and procedures.管理人员在遵守学校相关的儿童安全政策和工作流程方面起模范带头作用。

11.5 Staff and volunteers understand and implement policies and procedures. 教职员工和志愿者理解并执行学校相关的儿童安全政策和工作流程。