Staff and Family Information Session

Queensland **Family & Child** Commission

New child safeguarding law
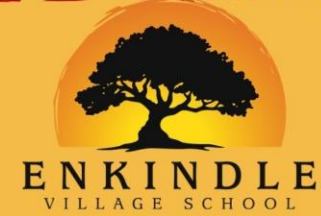
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Acknowledgement of Country

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Together we touch the ground
and connect with the land,

We reach for the sky that covers
the land,

Hands on our hearts in care of
the land,

Together we stand hand-in-hand,

Here we meet on Wulgurukaba
and Bindal Land,
Here in Wadda Mooli Creek.

Is your child involved with a business or organisation?

Talk to them today about how they're becoming child safe.

Organisations in Queensland that work with children or provide services and spaces for them need to be ready for Queensland's new child safeguarding law.

QUEENSLAND
Family & Child
Commission
Child Safe Organisations

Queensland Government

Does your organisation work with children or provide services and spaces for them?

If so, you need to be getting ready for Queensland's new child safeguarding law to come into effect, starting from 1 October 2025.

QUEENSLAND
Family & Child
Commission
Child Safe Organisations

Queensland Government

New Child Safeguarding Law

- Effective from September 2025

- Need to share with community members to be a Child Safe Organisation

- This is a process where updates and transparency are essential

- [Resources | Queensland Family and Child Commission](#)

Every child has the right to be safe

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- *New law: the Child Safe Organisations Act – applies to organisations that work with children or provide services for them.*

- *Under this law, organisations must introduce 10 Child Safe Standards, embedded with the Universal Principle to ensure cultural safety for Aboriginal and Torres Strait Islander children.*

The 10 Child Safe Standards

⊚	1	Leadership and culture	Child safety and wellbeing is embedded in the entity's organisational leadership, governance and culture
⚘	2	Voice of children	Children are informed about their rights, participate in decisions affecting them and are taken seriously
❋	3	Family and community	Families and communities are informed and involved in promoting child safety and wellbeing
⛄	4	Equity and diversity	Equity is upheld and diverse needs respected in policy and practice
Ⓐ	5	People	People working with children are suitable and supported to reflect child safety and wellbeing values in practice

The 10 Child Safe Standards

⊙	6	Complaints management	Processes to respond to complaints and concerns are child focused
👁	7	Knowledge and skills	Staff and volunteers of the entity are equipped with the knowledge, skills, and awareness to keep children safe through ongoing education and training
⌂	8	Physical and online environments	Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed
⛨	9	Continuous improvement	Implementation of the Child Safe Standards is regularly reviewed and improved
≫|	10	Policy and procedures	Policies and procedures document how the entity is safe for children

qfcc.qld.gov.au/childsafe to learn more about the Child Safe Standards

The Universal Principle

- *The Universal Principle is about providing an environment that promotes and upholds the right to cultural safety of Aboriginal and Torres Strait Islander children and families. Cultural safety requires organisations to **take meaningful action to ensure Aboriginal and Torres Strait Islander people feel welcome, safe, valued, included and respected.***
- *Cultural safety needs to be reflected in day-to-day operations.*

Cultural Safety Indicators

- *Embedding cultural safety in Queensland's Child Safe Standards.*

- *Ensuring cultural safety in child safe practices is essential for Aboriginal and Torres Strait Islander children and families.*

- *The following cultural safety indicators provide guidance to organisations on how to embed and apply cultural safety across the 10 Child Safe Standards.*

Cultural safety indicators

Transformational unlearning
Organisations must challenge **unconscious bias, racism,** and **colonial thinking** within their structures and workforce.

Negotiating values, motivations and paradigm
Policies and **programs** should be co-designed with Aboriginal and Torres Strait Islander communities to reflect their perspectives on child safety.

Accountability and continuous quality improvement
Progress should be measured using Aboriginal and Torres Strait Islander-defined **success indicators, ensuring sustained improvement.**

Operating on Aboriginal and Torres Strait Islander terms of reference
Service delivery should be grounded in Aboriginal and Torres Strait Islander knowledge systems and self-determination principles.

Prioritising social and emotional wellbeing and health
A **holistic, strengths-based** approach must be adopted to support the wellbeing of Aboriginal and Torres Strait Islander children, staff and families.

Creating a strategic enabling environment
Leadership must set clear **priorities** and **accountability structures** to embed cultural safety into daily operations.

Sharing resources
Organisations should dedicate **resources** and **funding** to Aboriginal and Torres Strait Islander-led initiatives, research, and governance mechanisms.

Sharing power and decision-making
Decision-making processes should be led or co-led by Aboriginal and Torres Strait Islander peoples to ensure genuine partnerships.

What does look like in *practice*?

- Racism is called out and addressed properly, respectfully and completely, and there are policies in place to ensure the organisation is accountable for racism and discrimination.

- Aboriginal and Torres Strait Islander peoples define and measure cultural safety.

- Aboriginal and Torres Strait Islander peoples – including staff and stakeholders – have a voice and decision-making powers about issues that affect them, acknowledging that First Nations peoples and communities know what is best for them and their children.

- Individuals develop the knowledge, skills and attitudes to recognise and address biases, stereotypes and tendencies towards racism and discrimination.

What does look like in *practice*? (cont.)

- Organisations and systems are transformed so they empower Aboriginal and Torres Strait Islander peoples, cultural values, traditions and identities.

- Aboriginal and Torres Strait Islander children and families feel a sense of belonging, dignity and justice.

- There is clear leadership, governance and culture that prioritises cultural safety.

- First Nations communities, Elders and leaders are engaged regularly and meaningfully to ensure policies are culturally appropriate responsive and safe.

- Organisations have mechanisms in place to ensure accountability and continuous quality improvement.

Next steps for implementing Child Safe Standards

1. Policies and practices

○ Review your policies and practices against this guide to evaluate the actions you need to take to be child safe.

○ Develop the documents listed on pages 6 and 7 of this guide, or if you already have them, review them to ensure they are current.

○ Engage with children, families and staff involved with your business or organisation about the effectiveness of your policies and practices.

○ Update your documents so they are easily accessible, reflect equity and diversity, and are culturally safe.

○ Commit to regularly reviewing and updating your policies and practices so that you continue to prioritise children's safety and wellbeing.

Next steps for implementing Child Safe Standards

2. Leadership and culture

- ⚪ Make a public commitment about your actions to prioritise children's safety and wellbeing.

- ⚪ Nurture a child safe culture at all levels of your organisation.

- ⚪ Embed cultural safety in day-to-day operations of your business or organisation.

Next steps for implementing Child Safe Standards

3. **Engagement** with children and families

○ Talk to the children and families involved with your business or organisation about being child safe.

○ Assess whether your information is child-friendly and makes children feel safe, respected, welcome and involved.

○ Review your communication channels and check they meet families' needs.

○ Assess your ability to engage in a culturally safe way with Aboriginal and Torres Strait Islander families and take action to build capability.

Next steps for implementing Child Safe Standards

4. Building capability and skills

○ Talk to your staff and volunteers about their confidence in prioritising children's safety and wellbeing and take action on what they say.

○ Assess your staff's and volunteers' ability to identify and prevent harm and take action on their recommendations to address their needs or gaps in reporting systems.

○ Arrange training to build knowledge, skills and awareness to keep children safe and make a plan to continually invest in your staff and volunteers.

Next steps for implementing Child Safe Standards

5. Places and spaces

○ Review your physical and online environments and whether they make children feel secure, safe, respected and supported.

○ Make a plan to regularly audit spaces to identify and mitigate risks that could lead to harm.

○ Make sure your plans for responding to incidents are adequate.

Next steps for implementing Child Safe Standards

5. Cultural Safety

- Read about cultural safety on pages 4 and 5 of this guide.

- Assess whether you have embedded cultural safety in each of the standards.

- Seek feedback from Aboriginal and Torres Strait Islander children and families engaged with your business or organisation about the actions you need to take to deliver a culturally safe environment, and take action on what you hear.

If you're looking for more detailed guidance, access our full **Guidelines** and **Self-Assessment tool** using the QR code.

We are building a culture of safety and wellbeing for all Queensland children through the Child Safe Organisations system.

Every Queensland child is loved, respected and has their rights upheld.

*If you are interested in supporting the school by being part of a **working group** to improve our Child Safeguarding processes, procedures, and policies, please speak with Anne or let one of our staff know so that we can work together to provide the best school culture and environment for our children.*

*Also, if you have any **local contacts** within the Aboriginal and Torres Strait Islanders community, we would appreciate this information being shared with us.*

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