

Summary of New Child Safety Standards, Effective 1 January 2017

Child Safe Standard	Description	Suggested Strategies for Clubs	MPP Handbook and Toolkit References
1. Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements	<p>All staff and volunteers in organisations need to recognise the importance of keeping children safe.</p> <p>Organisations need to establish new ways or build on existing systems to embed or improve on a culture of child safety throughout all levels of their organisation.</p>	<ul style="list-style-type: none"> • Promote a culture in which staff, volunteers, children and families feel comfortable and supported when talking about any child safety concerns. • Promote and enact a culture by ensuring the organisation's leaders take responsibility for incidents at all levels. • Including Child Safety on regular leadership and staff meeting agendas and in key club messaging. • Have a known child safety representative who is appropriately trained and supported. • Provide a physical environment that is visually inclusive and welcoming. 	<p>MPP Handbook Reference</p> <ul style="list-style-type: none"> • Chapter 2 – Code of Conduct page 7-10 • Chapter 3 – Maccabi Child Safety Policies page 13-20 • Chapter 8 – Dictionary of Terms page 37-38 <p>MPP Toolkit Reference</p> <ul style="list-style-type: none"> • Chapter 1 – Maccabi Participation Agreements Page 1-10 • Chapter 3 – Procedures for Handling Allegations of Child Abuse page 36-42
2. Standard 2: A child safe policy or statement of commitment to child safety	<p>Organisations need to have a publicly accessible child safe policy or public statement of commitment to child safety, with an overarching set of principles guiding the development of policies and procedures to protect children from abuse.</p>	<ul style="list-style-type: none"> • Launch and implement the principles and policy as outlined in the MPP Handbook to influence organisational child safety culture. • Publish the Child Safety Policy and ensure it is accessible to all staff and participants. • Include Child safety as a core part of public and internal messaging in club communications. • Ensure all personnel accept it is their role to protect children involved with their organisation. 	<p>MPP Handbook Reference</p> <ul style="list-style-type: none"> • Chapter 1 – MPP Visions page 3 • Chapter 3 – Maccabi Child Safety Policies page 13-20 <p>MPP Toolkit Reference</p> <ul style="list-style-type: none"> • Chapter 1 – Maccabi Participation Agreements Page 1-10 • Chapter 3 – Procedures for Handling Allegations of Child Abuse page 36-42 • Chapter 2 & 4 – Pro Forma documents for use during the grievance and complaints process page 24-29 & 39-40
3. Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children	<p>Organisations are required to develop or review codes of conduct and ensure they provide all staff and volunteers with a set of clear principles about how they should behave with children. Where applicable, organisations can reference professional codes of conduct that clearly outline appropriate behaviour with children.</p>	<ul style="list-style-type: none"> • Promote the existing and new Codes of Conduct, as set out in the MPP Handbook, amongst all staff and participants. • Ensure all personnel have access to a copy of the Code of Conduct and the Maccabi Participation Agreement. • Ensure everyone knows how to raise a concern about breaches of the Code of Conduct or make a complaint. 	<p>MPP Handbook Reference</p> <ul style="list-style-type: none"> • Chapter 2 – Codes of Conduct pages 7-10 <p>MPP Toolkit Reference</p> <ul style="list-style-type: none"> • Chapter 1 – Maccabi Participation Agreements page 1-10 and Code of Conduct page 7 • Chapter 3 – Procedures for Handling Allegations of Child Abuse page 36-42

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			<ul style="list-style-type: none"> Chapters 2 & 4 – Pro Forma documents for use during the grievance and complaints process page 24-29 & 39-40
<p>4. Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel</p>	<p>Organisations need to ensure that newly recruited and existing staff and volunteers understand the importance of child safety, are aware of the relevant policies and procedures, and are trained to minimise the risk of child abuse. This should be done by engaging various recruitment tools, and providing staff and volunteers with appropriate training and supervision to minimise the risk of child abuse.</p>	<ul style="list-style-type: none"> Ensure all personnel have a WWCC or a National Police Check (NPC) as set out in the MPP Handbook and Toolkit. Advise all WWCC holders to add Maccabi Australia as an organisation on their WWCC register. As part of the Child Safety policy launch undertake training about recognising child abuse, prevention and reporting. Use the MPP Toolkit templates in use of all recruitment and complete proper and clear records of hiring activities including interviews, police record checks, identity checks, reference checks and Working with Children Checks for staff and volunteers. 	<p>MPP Handbook Reference</p> <ul style="list-style-type: none"> Chapter 5 – Other Maccabi MP Policies, page 24-30 Chapter 7 – Screening, Recruitment and Induction page 36 <p>MPP Toolkit Reference</p> <ul style="list-style-type: none"> Chapter 5 – Screening, Recruitment and Induction page 43-51
<p>5. Standard 5: Processes for responding to and reporting suspected child abuse</p>	<p>Organisations are required to develop and implement clear policies and procedures to ensure:</p> <ul style="list-style-type: none"> a supportive environment for children, personnel or families who report allegations of abuse or child safety concerns staff, volunteers, families and children know how to report abuse allegations, and feel comfortable doing so clear policies and procedures for notifying authorities, including the police, of suspected child abuse that comply with all legal requirements. 	<ul style="list-style-type: none"> Ensure all adults understand the legal and MPP requirements for reporting suspected child abuse. Make staff and volunteers aware of actions they should take in the event of an incident or allegation. Establish a system to ensure allegations of abuse and safety concerns are appropriately recorded and stored securely to protect privacy. Ensure proper investigations and disciplinary processes set out in the MPP Toolkit are followed. Take adequate and suitable steps to ensure children are safe and comforted; and the family supported if an allegation of child abuse is reported. 	<p>MPP Handbook Reference</p> <ul style="list-style-type: none"> Chapter 3 – Child Safety Policies page 13-20 Chapter 9 – Resources Relating to Maccabi MPP page 39-41 <p>MPP Toolkit Reference</p> <ul style="list-style-type: none"> Chapter 3 – Procedures for Handling Allegations of Child Abuse page 36-42 Chapters 2 & 4 – Pro Forma documents for use during the grievance and complaints process page 24-29 & 39-40
<p>6. Standard 6: Strategies to identify and reduce or remove risks of child abuse</p>	<p>Organisations need to adopt a risk management approach by identifying and considering their child safety risk(s) based on a range of factors including the nature of their activities with children, physical and online environments and the characteristics of children to whom they provide services. This covers both 'business as usual' risks and risks posed by specific activities such as</p>	<ul style="list-style-type: none"> Demonstrably ensure all staff, volunteers and participants understand and enact the Code of Conducts set out in the MPP Toolkit. Undertake situational risk assessments for common practices including identification and mitigation strategies; and make available to all staff and volunteers. Undertake Risk Management analysis for each Maccabi event. Ensure supervision requirements for staff and volunteers who work with children. 	<p>MPP Handbook Reference</p> <ul style="list-style-type: none"> Chapter 4 – Maccabi Disability and Inclusion Policies page 21-23 Chapter 5 – Other Maccabi MP Policies, page 24-29

Summary of New Child Safety Standards, Effective 1 January 2017

	<p>excursions and overnight trips. Where risks are identified, organisations are required to institute measures to reduce or remove them.</p>	<ul style="list-style-type: none"> • Provide relevant staff and volunteers with training in identifying child abuse risks, for example blocked-off/out-of-sight spaces (especially rooms with doors that can be locked), overnight stays, and opportunities for physical contact, such as sports coaching and personal care. • Engage methods for continual improvement in how risks are managed by learning from past lessons, including policy review and staff training. • Include priorities and actions in club operational plans that nurture and affirm the involvement in all children in the organisation's activities, and in particular children with a disability. 	<p>MPP Toolkit Reference</p> <ul style="list-style-type: none"> • Chapter 1 – Maccabi Participation Agreements page 1-10 and Code of Conduct page 7
<p>7. Standard 7: Strategies to promote the participation and empowerment of children.</p>	<p>Organisations need to ensure children feel safe and comfortable in reporting concerns or allegations of abuse. Organisations should have simple and accessible processes that help children understand what to do if they want to report abuse, inappropriate behaviour or concerns for their safety. All personnel need to have an awareness of children's rights and adults' responsibilities regarding child abuse.</p>	<ul style="list-style-type: none"> • Provide children with child-appropriate and accessible information about what child abuse is - use posters or brochures to promote child safety, the child safety officers and the reporting processes. • Gather feedback from children, through periodical surveys, focus groups, event evaluation and social media, about whether they would feel safe and taken seriously if they were to raise concerns. • Ensure services and child safety information is accessible to all including adaptations for people with a disability. • Train relevant staff and volunteers on methods of empowering children and encouraging children's participation and feedback. • Raise awareness in the community about children's rights, for example through conversations with staff and families and communications such as websites and newsletters and references to the UN Convention of the Rights of the Child. 	<p>MPP Handbook Reference</p> <ul style="list-style-type: none"> • Chapter 3 – Child Safety Policies page 13-20 • Chapter 4 – Maccabi Disability and Inclusion Policies page 21-23 <p>MPP Toolkit Reference</p> <ul style="list-style-type: none"> • Chapter 1 – Maccabi Participation Agreements - Code of Conduct page 7 • Chapter 3 – Procedures for Handling Allegations of Child Abuse page 36-42

