

# Applying Standard 7 to support LGBTIQ+ children and young people

Staff and volunteers receive regular education and training about keeping children and young people safe



*Organisations ensure staff and volunteers receive the training and support they need to understand child safety and respond appropriately to concerns.*

## How to use this factsheet


This factsheet can be used alongside Focus Area 3 of the Child Safe Standards Self-Assessment Tool, which supports organisations to reflect on how staff training, capability development, and complaints processes contribute to child rights, safety, and wellbeing. This factsheet provides additional context for how organisations can apply Standard 7 in ways that recognise and support the rights, safety, and wellbeing of LGBTIQ+ children and young people.

## Applying Standard 7 for inclusive organisations

Ongoing education and training help ensure staff and volunteers understand their responsibilities for protecting children and young people and promoting safe environments. For LGBTIQ+ children and young people, staff knowledge and awareness can play an important role in creating environments where identities are recognised and respected.

***“... Very simple things – like if an org has personal files/databases, keeping note of pronouns etc. Training staff on sensitive issues is extremely important”***

*(Young person, AGA consultation, 2026)*



Some ways that organisations can apply this standard in ways that support LGBTIQ+ children and young people include:

- Ensuring staff understand the importance of respecting children and young people’s identities, including names and pronouns
- Providing training that supports staff to recognise and respond to discrimination, bullying, or exclusion
- Ensuring staff are aware of the organisation’s policies and procedures relating to inclusion and child safety
- Providing opportunities for staff to continue building their understanding of child safety and inclusion.

***“Even if not strictly an LGBTQ service, name and pronouns help a lot”***

*(Young person, AGA consultation, 2026)*

## **Why this matters**

When staff have the knowledge and confidence to support diverse children and young people, LGBTIQ+ children and young people are more likely to feel respected and understood. Training and guidance can help staff respond appropriately to concerns, support children and young people who may be experiencing discrimination, and create environments where children and young people feel comfortable seeking help.

When staff understand the importance of privacy and identity recognition, children and young people may also feel more confident that their personal information will be treated respectfully and safely.

## **Impact on LGBTIQ+ children and young people**

If staff are not supported to develop knowledge and awareness about child safety and inclusion, LGBTIQ+ children and young people may feel:

- Misunderstood or misidentified
- Worried that staff will not respect their identity
- Hesitant to seek support or share concerns
- Unsure whether the organisation understands their experiences.

## Tangible actions for organisations

Organisations can support staff capability by:

- **Providing training on child safety and inclusion.** Examples may include training on child safe practices, responding to discrimination or bullying, and understanding the experiences of diverse children and young people.
- **Supporting staff to understand identity recognition and respectful communication.** For example, guidance on asking children and young people what name and pronouns they would like used.
- **Providing guidance to staff on privacy and confidentiality practices, particularly when discussing identity.** An example may include ensuring staff understand when and how personal information about children and young people should be shared.
- **Providing opportunities for staff to reflect on their practice.** For example, through supervision, team discussions, or professional development activities.



### Organisations may wish to consider:

- How do we support staff and volunteers to understand the experiences of LGBTIQ+ children and young people?
- What training or guidance do we provide about respectful communication and identity recognition?
- How do we ensure staff understand the importance of privacy and confidentiality?
- How do we support staff to continue developing their knowledge and awareness?

#### Find out more

Click here to learn more about the **Child Safe Standards**.  
For information, education, and training visit **[genderrights.org.au](http://genderrights.org.au)**

