

# Applying Standard 5 to support LGBTIQ+ children and young people

People working with children and young people are suitable and supported



*Organisations ensure that staff and volunteers are suitable to work with children and young people and are supported to understand and uphold child safe practices.*

## 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 5 in ways that recognise and support the rights, safety, and wellbeing of LGBTIQ+ children and young people.

## Applying Standard 5 for inclusive organisations

Staff and volunteers play an important role in creating safe and inclusive environments for children and young people. Their knowledge, attitudes, and behaviour can influence whether children and young people feel safe, respected, and able to seek help.

For LGBTIQ+ children and young people, interactions with staff can be particularly important. Supportive and respectful staff behaviours can help build trust, while misunderstanding or discrimination can make children and young people feel unsafe or excluded.

***“When they don't bully/discriminate against me”***  
*(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 their responsibility to promote safe and inclusive environments
- Supporting staff to develop awareness of LGBTIQ+ identities and experiences
- Providing guidance to staff on how to support children and young people who raise concerns.

***“... Representation or allies in staff”***  
*(Young people, AGA consultation, 2026)*

## **Why this matters**

When staff demonstrate respectful and inclusive behaviour, LGBTIQ+ children and young people are more likely to feel comfortable engaging with their organisation.

Supportive staff can help create environments where children and young people feel safe to express themselves, seek help, and participate in activities.

Children and young people may also feel more confident raising concerns when they believe staff will respond respectfully and take their experiences seriously.

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

If staff are not supported to understand and respond to the needs of LGBTIQ+ children and young people, children and young people may feel:

- Misunderstood or judged
- Hesitant to speak openly with staff
- Worried about discrimination or exclusion
- Reluctant to seek help or support.

***“It’s very nice being able to be myself”***  
*(Young person, AGA consultation, 2026)'*

## Tangible actions for organisations

Organisations can support staff capability by:

- **Including child safety and inclusion in recruitment and induction processes.** Examples may include communicating expectations around respectful behaviour, inclusion, and child safe practices during recruitment and onboarding.
- **Providing training and professional development opportunities.** For example, training that builds understanding of child safety responsibilities, diversity, and inclusive practice.
- **Providing guidance on respectful and inclusive communication.** Examples may include supporting staff to use inclusive language, recognise diverse identities, and respond appropriately when children and young people raise concerns.
- **Supporting staff to respond to bullying, discrimination, or exclusion.** For example, providing clear expectations and guidance about intervening when discriminatory behaviour occurs.
- **Providing supervision and support for staff working with children and young people.** This may include opportunities for staff to reflect on their practice and seek advice when supporting children and young people with diverse experiences.



### Organisations may wish to consider:

- How do we support staff to understand the experiences and needs of LGBTIQA+ children and young people?
- What guidance do we provide to staff about respectful and inclusive communication?
- How do we support staff to respond when bullying or discrimination occurs?
- How do we ensure staff feel confident supporting children and young people who raise concerns?

#### 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)**

