

Applying Standard 4 to support LGBTIQ+ children and young people

Equity and diverse needs are respected in policy and practice



Organisations actively uphold equity and respect diversity so that all children and young people feel safe, included and supported.

How to use this factsheet

This factsheet can be used alongside Focus Area 2 of the Child Safe Standards Self-Assessment Tool, which supports organisations to reflect on how active involvement, engagement and embracing diversity contribute to child rights, safety, and wellbeing. This factsheet provides additional context for how organisations can apply Standard 4 in ways that recognise and support the rights, safety, and wellbeing of LGBTIQ+ children and young people.

Applying Standard 4 for inclusive organisations

Children and young people have diverse identities, experiences, and needs. Organisations that recognise and respect this diversity are better able to create environments where all children and young people feel safe and included.

For LGBTIQ+ children and young people, equity may involve recognising and responding to barriers that affect their participation and safety. These barriers may relate to gender identity, sexuality, variations in sex characteristics, cultural background, disability, or other aspects of identity.

“Pay more attention to needs of neurodivergent people”

(Young person, AGA consultation, 2026)



Why this matters

When organisations actively uphold equity and respect diversity, LGBTIQ+ children and young people are more likely to feel safe, valued, and included. Inclusive policies and practices can help reduce the risk of discrimination, bullying, or exclusion. They also support children and young people to participate fully in programs and activities without needing to hide or suppress aspects of their identity.

Recognising diversity can also help organisations understand the different experiences and needs of children and young people and respond in ways that promote safety and wellbeing.

“I like being in a place that makes me feel comfortable wearing what I want”

(Young person, AGA consultation, 2026)

Impact on LGBTIQ+ children and young people

If organisations do not actively uphold equity and respect diversity, LGBTIQ+ children and young people may feel:

- Excluded from activities or programs
- Pressured to hide aspects of their identity
- Worried about discrimination or judgement
- Unsure whether the organisation understands or respects their experiences.

Tangible actions for organisations

Organisations can support equity and diversity by:

- **Reviewing policies and practices to ensure they recognise and support diverse identities to be expressed safely.** Examples may include policies relating to inclusion, discrimination, participation in activities, and identity recognition.
- **Using inclusive language and communication.** For example, using language that recognises diverse identities and experiences and avoiding gendered assumptions.



- **Ensuring programs and activities are accessible and inclusive for all children and young people.** Examples may include considering how activities, facilities, and participation structures support children and young people of diverse identities.
- **Providing staff with training and guidance about diversity and inclusion.** Examples may include building awareness of the experiences of LGBTIQ+ children and young people and how to respond respectfully.
- **Recognising intersectionality and diverse experiences.** For example, understanding that children and young people may experience multiple forms of discrimination or marginalisation.



Organisations may wish to consider:

- How do our policies and practices recognise and respect diversity among children and young people?
- How do we ensure our programs and environments are inclusive of LGBTIQ+ children and young people?
- What steps do we take to identify and address barriers to participation?
- How do we support staff to understand and respond to diverse needs?



Remember:

Your actions, words, and decisions all contribute to creating a place where diversity is celebrated, and every child or young person feels they are valued and belong.

Find out more

Click here to learn more about the **Child Safe Standards**.
For information, education, and training visit **genderrights.org.au**