

Applying Standard 10 to support LGBTIQ+ children and young people

Policies and procedures document how the organisation is safe for children and young people



Organisations have policies and procedures that clearly outline how they promote child rights, safety, and wellbeing and how concerns about safety are managed.

How to use this factsheet

This factsheet can be used alongside Focus Area 1 of the Child Safe Standards Self-Assessment Tool, which supports organisations to reflect on how leadership, governance, organisational culture and environment promote child safety and wellbeing. This factsheet provides additional context for how organisations can apply Standard 10 in ways that recognise and support the safety and wellbeing of LGBTIQ+ children and young people.

Applying Standard 10 for inclusive organisations

Clear and accessible policies and procedures help organisations create consistent approaches to child safety. They also help staff and volunteers understand their responsibilities and how to respond when concerns arise.

For LGBTIQ+ children and young people, policies and procedures can help ensure that expectations around respect, inclusion, non-discrimination, and safety are clearly communicated and consistently applied.

“Correct politely... everyone makes mistakes”
(Young person, AGA consultation, 2026)



Why this matters

Clear policies and procedures can help ensure that expectations around safety and respectful behaviour are understood across an organisation.

For LGBTIQ+ children and young people, this can provide reassurance that discrimination or exclusion will be addressed and that their identities will be respected. When policies clearly communicate expectations for respectful behaviour and inclusive practice, they also support staff and volunteers to respond consistently and appropriately.

Impact on LGBTIQ+ children and young people

If policies and procedures do not clearly support child safety and inclusion, LGBTIQ+ children and young people may feel:

- Uncertain about whether the organisation will support them
- Unsure how concerns or complaints will be addressed
- Worried that discrimination or exclusion may not be taken seriously
- Less confident that their identities will be respected.

Tangible actions for organisations

Organisations can support clear and effective policies and procedures by:

- **Developing policies that clearly outline expectations for respectful and inclusive behaviour.** An example may include policies addressing discrimination, bullying, and respectful communication.
- **Ensuring policies address privacy, confidentiality, and identity recognition.** For example, policies may provide guidance on how names, pronouns, and personal information are recorded and used.
- **Making policies accessible and understandable for children, young people, and families.** An example may include providing child-friendly information about key policies and how children and young people can raise concerns.
- **Ensuring staff and volunteers understand organisational policies.** An example may include discussing policies during induction, training, and supervision.
- **Regularly reviewing and updating policies to ensure policies remain relevant and reflect current and emerging knowledge and practice.**



Organisations may wish to consider:

- How do our policies and procedures support the safety and inclusion of LGBTIQ+ children and young people?
- How do we ensure policies are accessible and easily understood by staff, volunteers, children, and young people?
- How do we ensure policies are consistently applied in everyday practice?
- How do we review and update policies to reflect emerging knowledge and practice?

"I wish I could tell places I'm queer"

(Young person, AGA consultation, 2026)



Remember:

Strong policies do not just sit on a shelf;
they guide actions.

Find out more

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

