



Suitable and supported staff and volunteers

Child Safe Standard 5



Introduction

The risk of harm to children and young people reduces when the adults around them are safe, skilled, and supported in their work. This Standard is about making sure that anyone involved in providing or facilitating services for children and young people are not only suitable, but also have the support, supervision, and knowledge they need to create inclusive, respectful, and protective environments.

Safe, skilled, and supported adults

Suitability is not just about background checks, it is about knowing how to build safe relationships, being aware of your responsibilities, and being confident in how to respond when you have concerns about a child's or young person's rights, safety, or wellbeing.

The importance of supervision and training

Building a child safe organisation means going beyond recruitment. It requires active support, supervision, and training so that staff and volunteers feel ready and able to do their work in a way that keeps children and young people at the centre of decision-making. This includes developing skills in trauma-informed practice, equity, cultural safety, disability inclusion, and LGBTIQ+ awareness.

Being child safe is an ongoing responsibility. It involves staying up to date with policies, being open to feedback, and being honest about what you do and do not know. No one is expected to have all the answers, but everyone has a responsibility to ask questions and seek advice and support when they need it

Regardless of your role, when you understand your obligations, feel well-supported, and are connected to others in your organisation, you are better equipped to speak up about practices



Everyday actions to promote equity

This Standard reflects the commitment in the Preamble to the Standards by ensuring that all children and young people are supported by adults who are both suitable and equipped to promote their rights, safety, and wellbeing. This means recognising that the workforce itself is diverse, and that staff and volunteers bring different strengths, learning needs, and lived experiences to their roles.

Support should be responsive and inclusive, with training and development that reflects the realities of working with children and young people from a wide range of backgrounds. This includes Aboriginal and Torres Strait Islander children and young people, children and young people with disability, those who are neurodivergent, LGBTIQ+ children and young people, and those from culturally and linguistically diverse communities.

Cultural safety, inclusion, and respectful communication are not just topics for specialist training, they are essential parts of being a safe adult in any organisation.

Creating safe environments starts with the adults who are part of them. When people are well-supported, clear on their responsibilities, and confident in their roles, they are more likely to build the kind of culture where children and young people feel safe, valued, and heard.



No matter what your role, your actions help shape how children and young people experience your service. Being safe, skilled, and supported allows you to show up as the kind of adult every child and young person deserves.



It is important to remember that being child safe isn't about following a single set of prescriptive actions. Every organisation is different, and staff and volunteers have varied roles and responsibilities. It is therefore important for you to consider actions you can take within your organisation that contribute to being *accountable, suitable and open to seeking support in your role*.



What staff and volunteers can do

- Keep your Working With Vulnerable People (WWVP) registration current and understand what it means for your role.
- Participate in training, supervision, and reflective practice offered by your organisation.
- Read and understand your organisation's policies, including the code of conduct and complaint-handling procedures.
- Ask questions if you are unsure how to apply child safe policies and practices in your day-to-day work.
- Raise concerns with your supervisor or another manager/team member you trust when something does not seem right or feels unsafe.
- Take responsibility for your own wellbeing and development so you can be present, engaged, and aware in your role.



Click here to learn more about [child safe recruitment](#).



When organisations invest in their people, they send a strong message to children and young people (and their families/carers) that child safety is taken seriously.