



Australian
Human Rights
Commission

everyone, everywhere, everyday

The Power of Child Rights: Every Child, Everywhere, Every Day

Megan Mitchell
National Children's
Commissioner



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Role of the National Children's Commissioner

To promote, and advocate for, the rights of children and young people in Australia



United
Nations



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YERTLE THE TURTLE AND OTHER STORIES BY DR. SEUSS

I know, up on top you are seeing great sights,

But down at the bottom we, too, should have rights.

Why are children's rights important?

- Respect for children as rights holders, their agency and voice
- Special protections against harm, exploitation and abuse
- *United Nations Convention on the Rights of the Child (CRC)*



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Guiding principles of the CRC

Best interests
should be the
primary
consideration

Right to survival
and development

Right to express
views and be
heard

Right to be free
from
discrimination



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"We're playing YouTube."



"He's just doing that to get attention."



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Children's Week 2019

Article 24

All children are entitled to “the enjoyment of the highest attainable standard of health and to facilities for the treatment of illness and rehabilitation of health”.



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Human rights approach to early childhood care and education

- Safeguards welfare in critical development years
- Supports optimal brain development, social skills and play based learning
- Improves workforce participation for women
- Supports parental responsibilities and access to services and networks

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A close-up photograph of a young child with dark hair and eyes, looking directly at the camera. Their face and hands are covered in various colors of paint, including red, blue, green, and yellow. The child's hands are raised towards the camera, with fingers spread. The background is a plain, light-colored wall.

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- Right to education
- Active players in learning process, not just recipients of knowledge

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Aims to develop:

- Full potential
- Respect for human rights
- Cultural identity
- Respect for diversity
- Respect for environment



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Embedding Child Safety in Organisations



**Child Safe
Organisations**
National Principles

- **Knowledge of children's rights – for both children and staff**
- **Regular opportunities for children's participation**
- **Inclusive cultures and environments**
- **Supporting and involving parents and carers**



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Child Safe
Organisations
National Principles



National Principles
for Child Safe
Organisations

An Initiative of the Council of Australian Governments

National Principles for Child Safe Organisations



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Child Safe Organisations: Charter of commitment to children and young people

A Charter of Commitment to Children and Young People is that an organisation makes to ensure a safer environment for them.

This sample Charter of Commitment is based on the National Principles for Child Safe Organisations. It is intended to be used as a guide for organisations to develop their own Charter of Commitment. Organisations may adapt the sample Charter to suit their own needs and circumstances. The Charter is a public document that should be made available to children and young people, parents and carers and the broader community. It should also be used as a tool to monitor and improve the organisation's commitment to children and young people.

About the National Children's Commission

The National Children's Commission was established by the children's organisations taking an embryonic version of the National Principles. The most important to them, what the children's safety would be upheld in a child safe organisation. We asked the children and young people what the organisations make to them so that they're meeting them from the consultation. What does it mean to young people in your organisation may want to highlight some of the children's organisations available to them for education and community work. They provide children and young people with a range of opportunities, including: new and innovative ways, technology, with safety, and better links and connections. Organisations are encouraged to be working with children and young people to have a responsibility to them and to other children (public safety) they are protected from harm.

Tools to help organisations develop them

To assist with the implementation of the Charter of Commitment, the National Children's Commission has developed a range of tools to help organisations to develop their own Charter of Commitment. These tools are available to all organisations that are committed to the Charter. For example, a young person's voice is heard as a 'Voice' in 'We the Organisation' that they are the most important.

This resource is designed to help you and your organisation to make



Child Safe Organisations: Guide for parents and carers

As a parent or carer you will experience a range of organisations where your child will be cared for, play, learn, develop new skills and meet other children and adults. This guide will help you think about how your organisation should ensure the safety and wellbeing of your child.

Child Safe Organisations should have a clear policy on how to look for and look after your child. This guide is based on the National Principles for Child Safe Organisations. It is intended to be used as a guide for parents and carers to help them understand the importance of children and young people's safety and wellbeing in their organisation.

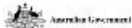
Before you visit or join

It's a good idea to do some research on the organisation before you visit or join.

- Contact them
- Visit their website
- Speak to other parents and carers

Things to consider

- Who has the organisation and who is responsible for child safety and wellbeing? (e.g. a formal, independent committee or volunteer)
- What are the ages of children, young people in the organisation and how may this impact on the organisation?
- Do you know other parents or carers who have been involved with the organisation and what their views are?
- How well the organisation meet your child's individual needs and requirements? (e.g. disability or cultural needs)
- Is there a child safety and wellbeing policy, code of conduct, or rules of behaviour for staff, volunteers and children?
- Do the staff and volunteers have working with children or background checks?



Child Safe Organisations: Example Code of Conduct

In recognition of organisations having a positive role in the safety and wellbeing of children and young people, it is important to ensure that the safety of children and young people is a priority.

Between them all members of an organisation should ensure that the safety of children and young people is a priority.

Local standards for engaging with children and young people should be developed and agreed to by the organisation, for example, by the board and the staff.



Child Safe Organisations: Checklist for online safety

This checklist will assist organisations to consider potential safeguarding risks and aspects of online safety in order to better protect children and young people.

Why is online safety important?

- Online safety is a valuable tool for education and community work. They provide children and young people with a range of opportunities, including: new and innovative ways, technology, with safety, and better links and connections. Organisations are encouraged to be working with children and young people to have a responsibility to them and to other children (public safety) they are protected from harm.
- The National Principles for Child Safe Organisations



Child Safe Organisations: Child Safety and Wellbeing Policy template

The National Principles for Child Safe Organisations emphasise the importance of each organisation having a policy and procedures that document how the organisation is safe for children and young people. The National Principles also indicate the need for organisations to regularly review and improve their child safety policies and procedures. As a key aspect of fulfilling these principles, each organisation should develop, implement and regularly review a Child Safety and Wellbeing Policy.

Your organisation's Child Safety and Wellbeing Policy should:

- Demonstrate your organisation's commitment to the safety and wellbeing of children and young people.
- Identify to leaders, staff and volunteers the actions, requirements, responsibilities and procedures for keeping children safe and well, and to promote and protect their rights.
- Clearly state and responsible to all in relation to managing and responding to child harm or abuse.
- Refer to relevant legislative requirements and the organisation's other policies and procedures for keeping children safe and well.
- Be specific to the size, nature and role of your organisation and the services it provides to children and young people.
- Be easy for people to access and understand.

Steps in developing a Child Safety and Wellbeing Policy

1	2	3	4	5
Identify your organisation's commitment to the safety and wellbeing of children and young people	Plan, consult and prepare	Review and approve	Communicate and implement	Monitor and review



Principle 9
focuses on the
practice/
importance of
regular reviews



Child Safe
Organisations

National Principle 9

Why is regular review important?

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Child safe organisations use regular reviews to:

- recognise what they are doing well in terms of child safe practice
- make sure that child safety policies and procedures are understood and implemented by staff and volunteers
- inform continual improvement of their practices and service delivery
- learn from incidents, concerns and complaints
- address weaknesses, failures and gaps
- address new challenges or concerns as they arise
- involve stakeholders in the organisation's approach to child safety and wellbeing.



Select Next to continue.

<https://childsafe.humanrights.gov.au/learning-hub/e-learning-modules>



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National Principle 9

Why is regular review important?

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Reflection

When was the last time the key child safety policies and procedures were reviewed in your organisation?

Choose one option and select OK.

- ☐ a. They were reviewed during the last five years.
- ☐ b. They were reviewed during the last 12 months.
- ☐ c. They have been reviewed but I don't know when.
- ☐ d. They have never been reviewed.
- ☐ e. None of the above.

OK



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Interactive

As you complete each module you are asked to reflect on key points and how they apply to your organisation

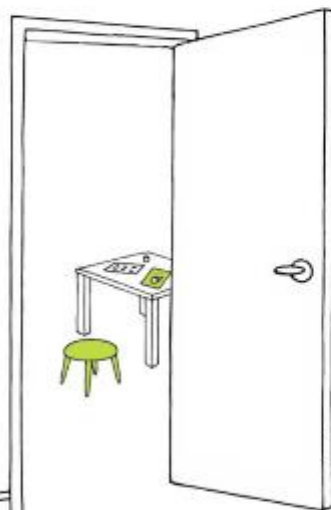


National Principle 9
Why is regular review important?

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Maria



Sally



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Real world scenarios

Each module uses situations from real life to illustrate key points



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Child Safe
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National Principle 9
The review process

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Tips and information about how to implement the Principles in your organisation



It may also include review of practices such as the following:

- practices for recruiting and screening staff and volunteers
- programs for induction and training of staff and volunteers
- methods for informing children and families about, and involving them in, the development of child safety policies and procedures
- programs for engaging with children about their human rights and their personal safety.



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Charter of Commitment to Children and Young People



Our promises to you...

- Respect** We will treat everyone equally no matter where they are from or who they are. We will make sure everyone feels included and welcome.
- Inform** We will give you information about your physical, emotional and online safety, and what to do if you feel unsafe.
- Give you a voice** We will make sure there are lots of ways for you to have a say and be involved.
- Help** We will listen and act on what you tell us. We will help you with your hopes and dreams as well as your worries and fears.
- Trust** You can trust that we will care about your needs and feelings and will support you. We will continue to get better at what we do.
- Safety** We will make our place happy and comfortable for you.

Name of organisation:

Date:



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**Child Safe
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National Principles

The National Principles collectively show that a child safe organisation consciously and systematically:

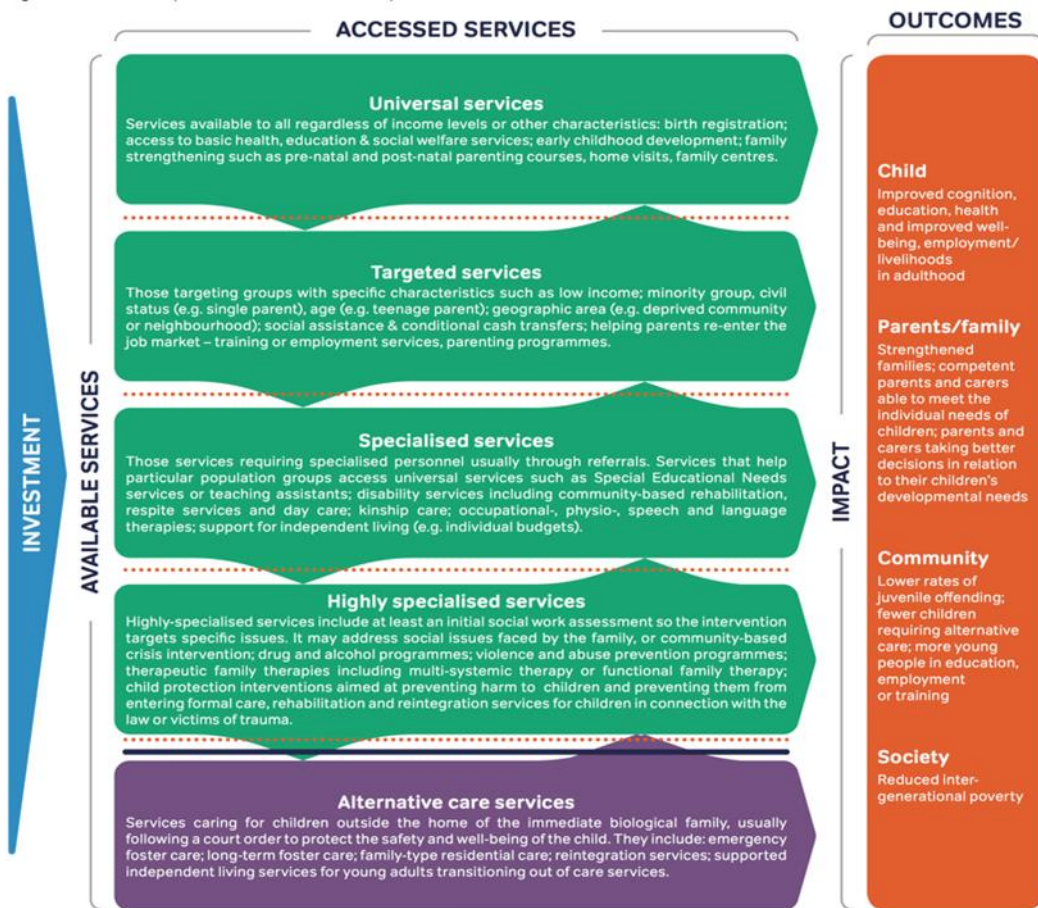
- Creates an environment where children's safety and wellbeing is the centre of thought, values and actions
- Places emphasis on genuine engagement and valuing of children
- Creates conditions that reduce the likelihood of harm to children and young people
- Creates conditions that increase the likelihood of identifying any harm
- Responds to any concerns, disclosures, allegations or suspicions of harm.



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Childonomics

A framework for understanding the long-term social and economic return on investing in children and families.

It aims to capture the full range of services that children and families can access that may impact on outcomes at individual, family, community and societal level.

Indicators (national, community level and disaggregated for users of specific services/programmes): poverty rate; NEET rate (disaggregated for care setting, different types of disability, gender and other exclusion factors); rate of children in different types of out of home care; rate of early and unwanted pregnancies (disaggregated); juveniles offending rate (disaggregated); education achievement (scores/cognition levels - disaggregated); rate of children in bonded or domestic labour; rate of abuse/violence neglect of children; child mortality rate by age and cause (disaggregated)

..... Assessment/triage/gatekeeping/referral

— Border for alternative care services

● Children living with their parents and families in the community

● Children living apart from parents/family



Thank you



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