

National Catholic Safeguarding Standards

COMPARISON BETWEEN NCSS & STATE/TERRITORY CHILD SAFE STANDARDS/PRINCIPLES

The following table compares the National Catholic Safeguarding Standards and its criteria with child safe standards in Western Australia, South Australia, Queensland and Tasmania. A separate table compares NSW and Victoria as Child Safe Standards in these states have been legislated. The table below outlines the key child protection systems and principles in each of the identified states that can be considered their current equivalents to the legislated Child Safe Standards. Each jurisdiction is at differing stages in formalising legislative responses to the Royal Commission into Institutional Responses to Child Sexual Abuse. There are currently several key reforms being considered throughout these states to better align practice with the Royal Commission recommendations. Examples include Reportable Conduct schemes in Queensland and Tasmania and specific child sexual abuse legislation in South Australia. This table will be updated as requirements in jurisdictions are amended.



STANDARD 1

Committed leadership, governance and culture

The safeguarding of children and adults is embedded in the entity's leadership, governance and culture.

National Catholic Safeguarding Standards Standard 1	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Committed leadership, governance and culture <i>The safeguarding of children and adults is embedded in the entity's leadership, governance and culture.</i>	<i>Child Safety is embedded in organisational leadership, governance and culture.</i>			<i>Understands the importance of child safety.</i>
1.1 There is a public commitment to safeguarding that takes a zero tolerance approach to abuse.	1.1 The organisation makes a public commitment to child safety.	The organisation must have a statement of commitment to the safety and protection of children and young people.	Child and Youth Risk Management Strategy: A statement of commitment.	
1.2 A culture of safeguarding children and adults is championed and	1.2 A child safe culture is championed and modelled at all			

National Catholic Safeguarding Standards Standard 1	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
modelled at all levels of the entity from the top down and bottom up.	levels of the organisation from the top down and bottom up.			
1.3 Governance arrangements facilitate the implementation of the Safeguarding Policy across the entity's activities.	1.3 Governance arrangements facilitate implementation of the child safety and wellbeing policy at all levels.			
1.4 The entity's Code of Conduct sets clear behavioural standards towards children and adults.	1.4 A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.	The organisation establishes professional boundaries, ethical behaviour, unacceptable behaviour, and consequences for breaching the code.	Child and Youth Risk Management Strategy: Code of Conduct.	
1.5 The entity's risk management plan focuses on preventing, identifying, and mitigating safeguarding risks to children and adults,	1.5 Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.			
1.6 Personnel understand their obligations on information sharing and record keeping for safeguarding and professional standards.	1.6 Staff and volunteers understand their obligations on information sharing and record keeping.			



STANDARD 2

Children and adults are safe, informed and participate

Children and adults are informed about their rights, participate in decisions affecting them and are taken seriously.

National Catholic Safeguarding Standards Standard 2	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Children and adults are safe, informed and participate <i>Children and adults are informed about their rights, participate in decisions affecting them and are taken seriously.</i>	<i>Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.</i>			<i>The organisation encourages children to engage in decisions that affect them.</i>
2.1 Children and adults at risk engaged in an entity's ministry and/or services are informed about their rights, including safety, decision making, participation and how a complaint will be managed.	2.1 Children and young people are informed about all their rights, including to safety, information, and participation. 2.4 Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children to express their views, participate in decision-making and raise their concerns.	The organisation encourages children and young people to participate and raise any matters that concern them.		The organisation ensures that children know who they can talk to if they are feeling unsafe.
2.2 The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and less isolated.	2.2 The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and less isolated.			
2.3 RELEVANT TO ADULTS ONLY				

2.4 Where relevant to the setting or context, children and families are offered access to abuse prevention programs and related information that is age appropriate.	2.3 Where relevant to the setting or context, children may be offered access to sexual abuse prevention programs and to relevant related information in an age appropriate way.			
--	---	--	--	--



STANDARD 3

Partnering with families, carers and communities

Families, carers and communities are informed and involved in promoting the safeguarding of children and adults.

National Catholic Safeguarding Standards Standard 3	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Partnering with families, carers and communities <i>Families, carers and communities are informed and involved in promoting the safeguarding of children and adults.</i>	<i>Families and communities are informed, and involved in promoting child safety and wellbeing.</i>			<i>The organisation welcomes and values open communication with families and carers.</i>
3.1 Parents, carers and/or guardians participate in decision affecting their child, or adults with diminished capacity.	3.1 Families participate in decisions affecting their child.			
3.2 Families, carers and communities are engaged with and are provided with information about the entity's approach to safeguarding.	3.2 The organisation engages and openly communicates with families and the community about its child safe approach and relevant information is accessible.	The organisation communicates its child safe environments policy to its service users, parents, children and young people, staff, contractors, students and volunteers.		The organisation is able to provide families and carers with a written copy of their procedures.

3.3 Families, carers and communities are informed about the entity's operations and governance; and have an opportunity to have a say in the safeguarding policies and practices.	3.3 Families and communities have a say in the development and review of the organisation's policies and practices. 3.4 Parents, caregivers and the community are informed about the organisation's operations and governance.			
3.4 The entity raises community awareness of the dignity and rights of all children and adults.				



STANDARD 4

Equity is promoted and diversity is respected

Equity is upheld and diverse needs respected in policy and practice.

National Catholic Safeguarding Standards Standard 4	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Equity is promoted and diversity is respected <i>Equity is upheld and diverse needs respected in policy and practice.</i>	<i>Equity is upheld and diverse needs respected in policy and practice.</i>			<i>The organisation recognises and respects distinct needs of children from diverse cultures and backgrounds.</i>
4.1 The diverse circumstances and backgrounds of children and adults at risk are acknowledged and accommodated by providing appropriate support.	4.1 The organisation including staff and volunteers, understands children and young people's diverse circumstances, and			

	provides support and responds to those who are vulnerable.			
4.2 Children and adults have access to information, support and complaints processes in ways that promote inclusion, are culturally safe, and accessible.	4.2 Children and young people have access to information, support and complaints processes that are culturally safe, accessible and easy to understand.			
4.3 The diverse needs of Aboriginal and Torres Strait Islander people, those living with disability, those from culturally and linguistically diverse backgrounds, children and adults who are unable to live at home, and those of diverse sexuality, are acknowledged.	4.3 The organisation pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds, those who are unable to live at home and lesbian, gay, bisexual, transgender and intersex children and young people.	In a child safe, culturally safe organisation, children, young people, family and community members feel that their culture and identity are respected.		



STANDARD 5

Robust human resource management

People working with children and adults are suitable and supported to reflect safeguarding values in practice.

National Catholic Safeguarding Standards Standard 5	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Robust Human Resource management	<i>People working with children and young people are suitable and</i>			

National Catholic Safeguarding Standards Standard 5	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
<i>People working with children and adults are suitable and supported to reflect safeguarding values in practice.</i>	<i>supported to reflect child safety and wellbeing values in practice.</i>			
5.1 A strong commitment to safeguarding underpins an entity's recruitment.	5.1 Recruitment, including advertising, referee checks and staff and volunteer pre-employment screening, emphasises child safety and wellbeing.		Child and Youth Risk Management Strategy: recruitment, selection, training and management.	
5.2 Personnel have current clearances (for example working with children checks) and/or equivalent background checks relevant to their role.	5.2 Relevant staff and volunteers have current working with children checks or equivalent background checks.	Recruitment practices/processes (or policy) for staff and volunteers include working with children checks and the organisation meets the requirements under legislation.	Child and Youth Risk Management Strategy: Managing compliance with the blue card system.	
5.3 Personnel complete appropriate induction and are aware of their safeguarding responsibilities, including reporting obligations.	5.3 All staff and volunteers receive an appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.		Child and Youth Risk Management Strategy: Reporting disclosures and suspicions of harm.	
5.4 Ongoing supervision and people management includes an emphasis on safeguarding responsibilities.	5.4 Ongoing supervision and people management is focused on child safety and wellbeing.			
5.5 Before and during seminary and religious formation, candidates are appropriately screened and supported; including processes for ongoing formation, support and supervision of clergy and religious.				
5.6 The curriculum for seminary and formation programs for clergy and religious includes safeguarding knowledge and skills development of candidates to understand and				

National Catholic Safeguarding Standards Standard 5	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
lead initiatives for safeguarding children and adults.				
5.7 The movement and credentialling of those in ministry is appropriately managed.				
5.8 Where clergy and religious from countries other than Australia are recruited to ministry, programs are in place to support their cultural awareness, screening, induction, professional supervision and development.				



STANDARD 6

Effective complaints management

Processes for raising concerns and complaints are responsive, understood, accessible and used by children, adults, families, carers, communities, and personnel.

National Catholic Safeguarding Standards Standard 6	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Effective complaints management <i>Processes for raising concerns and complaints are responsive, understood, accessible and used by children, adults, families, carers, communities and personnel</i>	<i>Processes to respond to complaints and concerns are child focused.</i>			
6.1 The entity's Complaints Handling Policy outlines the roles and responsibilities, approaches to dealing with different types of complaints, reporting obligations and record keeping requirements.	6.1 The organisation has an accessible, child focused complaint handling policy which clearly outlines the roles and responsibilities of leadership, staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.		Child and Youth Risk Management Strategy: Reporting disclosures and suspicions of harm.	
6.2 The Complaints Handling Policy is understood by children, adults, families, carers, and personnel, and focuses on the rights of children and adults at risk.	6.2 Effective complaint handling processes are understood by children and young people, staff, families and volunteers, and are culturally safe.			
6.3 Complaints are taken seriously and responded to promptly and thoroughly.	6.3 Complaints are taken seriously, and responded to promptly and thoroughly.	Reporting and responding to complaints about a person involved in the organisation, and	Child and Youth Risk Management Strategy: Managing breaches.	The organisation takes all reports of suspected harm seriously by report it immediately to the appropriate authorities.

National Catholic Safeguarding Standards Standard 6	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
		how the organisation manages feedback.		
6.4 The Complaints Handling Policy includes the process of reporting complaints and concerns to relevant authorities, requiring cooperation with any statutory or contractual processes.	6.4 The organisation has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and co-operates with law enforcement. 6.5 Reporting, privacy and employment law obligations are met.			
6.5 The Church Authority ensures mechanisms are in place to support complainants of child and adult sexual abuse.				
6.6 The Church Authority ensures respondents facing allegations are supported and monitored.				



STANDARD 7

Ongoing education and training

Personnel are equipped with knowledge, skills and awareness to keep children and adults safe through information, ongoing education and training.

National Catholic Safeguarding Standards Standard 7	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
<p>Ongoing education and training <i>Personnel are equipped with knowledge, skills and awareness to keep children safe through information, ongoing education and training.</i></p>	<p><i>Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.</i></p>			
<p>7.1 Personnel are trained and supported to implement the safeguarding policies and procedures.</p>	<p>7.1 Staff and volunteers are trained and supported to effectively implement the organisation’s child safety and wellbeing policy.</p>	<p>Supervision, training, development and support provided for staff/volunteers to maintain their knowledge of child safe environments and mandatory reporting obligations.</p>		
<p>7.2 Personnel are supported to recognise the nature and indicators of child abuse, including harmful behaviours by a child towards another child.</p>	<p>7.2 Staff and volunteers receive training to recognise the nature and indicators of child harm, including harm caused by other children and young people.</p>	<p>Reporting and responding to a reasonable belief that a child or young person is or may be at risk of harm.</p>		
<p>7.3 RELEVANT TO ADULTS ONLY</p>				
<p>7.4 Personnel have the information and skills to respond effectively to safeguarding risks, concerns, disclosures, and allegations of abuse.</p>	<p>7.3 Staff and volunteers receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.</p>			

7.5 Personnel receive training and information on how to build culturally safe environments for children and adults.	7.4 Staff and volunteers receive training and information on how to build culturally safe environments for children and young people.			
--	---	--	--	--



STANDARD 8

Safe physical and online environments

Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children and adults to be harmed.

National Catholic Safeguarding Standards Standard 8	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Safe physical and online environments <i>Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children and adults to be harmed.</i>	<i>Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.</i>			<i>The organisation promotes a safe and open environment which supports the disclosure of suspected harm.</i>
8.1 The Safeguarding Risk Management Strategy addresses both physical and online risks, without compromising the individual's right to privacy or wellbeing.	8.1 Staff and volunteers identify and mitigate risks in the online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.	The organisation identifies and manages risk of harm to children and young people including physical safety and wellbeing across a range of settings.	Child and Youth Risk Management Strategy: Risk management plan for high risk activities.	
8.2 The online environment is used in accordance with the entity's Code of Conduct and Safeguarding Policy.	8.2 The online environment is used in accordance with the organisation's Code of Conduct and child safety and wellbeing policy and practices.			

8.3 Risk management plans address the range of settings, activities, and physical environments in which ministry and/or services occur.	8.3 Risk management plans consider risks posed by organisational settings, activities and the physical environments.			
8.4 Where facilities and services are contracted to and from third parties, contractual arrangements specify safeguarding considerations.	8.4 Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.			



STANDARD 9

Continuous improvement

Entities regularly review and improve implementation of their systems for keeping children and adults safe.

National Catholic Safeguarding Standards Standard 9	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
Continuous improvement <i>Entities regularly review and improve implementation of their systems for keeping children and adults safe.</i>	<i>Implementation of the national child safe principles is regularly reviewed and improved.</i>			
9.1 The entity's safeguarding practices for the protection of children and adults at risk are regularly reviewed.	9.1 The organisation regularly reviews, evaluates and improves child safe practices.	Review of child safe environments policy and procedures at least once every 5 years.	Child and Youth Risk Management Strategy.	

<p>9.2 Concerns and complaints are analysed to identify causes and systematic failures in safeguarding practices.</p>	<p>9.2 Complaints, concerns and safety incidents are analysed to identify causes and systemic failures so as to inform continuous improvement.</p>			
<p>9.3 The Church Authority reports on the findings of its safeguarding reviews.</p>	<p>9.3 The organisation reports on the findings of relevant reviews to staff and volunteers, community and families and children and young people.</p>			



STANDARD 10

Policies and procedures document how the entity is safe for children and adults

Policies and procedures document how the entity is safe for children and adults.

National Catholic Safeguarding Standards Standard 10	Western Australia National Principles for Child Safe Organisations WA	South Australia Child Safe Environments	Queensland Blue Card System	Tasmania Child Safe Organisations
<p>Policies and procedures support the safety of children and adults <i>Policies and procedures document how the entity is safe for children and adults.</i></p>	<p><i>Policies and procedures document how the organisation is safe for children and young people.</i></p>			<p><i>The organisation has clear procedures to help prevent the possibility of harm.</i></p>
<p>10.1 Policies and procedures address the National Catholic Safeguarding Standards.</p>	<p>10.1 Policies and procedures address all national child safe principles.</p>			
<p>10.2 Policies and procedures are accessible and easy to understand.</p>	<p>10.2 Policies and procedures are documented and easy to understand.</p>			
<p>10.3 Best practice models and stakeholder consultation inform the development and review of policies and procedures.</p>	<p>10.3 Best practice models and stakeholder consultation informs the development of policies and procedures.</p>			
<p>10.4 Church leaders champion and model best practice implementation of the National Catholic Safeguarding Standards.</p>	<p>10.4 Leaders champion and model compliance with policies and procedures.</p>			
<p>10.5 Personnel understand and implement the policies and procedures.</p>	<p>10.5 Staff and volunteers understand and implement the policies and procedures.</p>			