Safeguarding Children

A blueprint to build organisational capacity through change management to protect children and young people
Organisational Vulnerabilities

**Why are children not protected in organisations?**

- Lack of processes and support
- Lack of awareness
- Lack of confidence
- Lack of knowledge
What does the current literature say?

• There is a lack of definitional clarity
• There is limited understanding of children’s experiences
• There is a lack of awareness about the needs of children with discreet vulnerabilities, such as disability, gender bias etc
• There is growing evidence about what is effective in protecting children from abuse, exploitation and harm in organisations
• There is limited evaluation undertaken about outcomes
Safeguarding Children across the world

What is happening in the rest of the world?

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What is happening in Australia?

**Homogenisation of safeguarding children standards**

1. Develop a child protection policy
2. Implement procedures for responding to allegations
3. Provide advice and support to personnel
4. Minimise risks to children
5. Provide guidelines for behaviour
6. Implement effective recruitment and induction
7. Collaborate with partners
8. Undertake monitoring and quality improvement
What are the stages in change management to protect children and young people?

1. Exploration and Establishment
2. Preparation
3. Implementation
4. Monitoring and Maintaining
Safeguarding Children through change management

Key Goals and objectives of each stage

1. Exploration and Establishment
   • *Clear understanding of required change, effort and commitment*

2. Preparation
   • *Establish resources, build momentum and prepare for change*

3. Implementation
   • *Introduce changes and systems to support change*

4. Monitoring and Maintaining
   • *Sustaining the change*
Safeguarding Children through change management

Case Study in Quality Safeguarding Children Implementation

• Large organisation with many service delivery sites
• Engaged personnel in awareness raising training
• Began to review and further develop Policy and Procedure
• Implemented necessary systems
• Developed a communication plan and tool kit
• Used a quality assurance methodology
• Engaged personnel through a range of processes
• Ran internal audit process
• Invited external auditors
Activity

• Choose a large organisation
• Choose a small organisation
• List services that children participate in or come into contact with personnel
• Develop 3 questions to ask that would help you determine Child Safety
Leadership through change

- Establish a Safeguarding Children Strategy with clear outcome measures
- Create enduring structures that will provide expertise to support the organisation
- Foster relevant collaborations
- Build on and integrate the current strengths at all levels
Leadership through change

• Support involved personnel through the inevitable transition to minimum standards framework adopted in legislation

• Support the translation of a Safeguarding Children approach into the operations of the organisation to comply with all state based legislation and regulations

• Evaluate and benchmark cultural change
Safeguarding Children

A framework for creating change to embed capacity to keep children and young people safe

Push
Pull
Provide

Capacity