

## Standard 1: Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of First Nations children and young people are respected and valued

Establishing a culturally safe environment takes time, dedication and meaningful engagement. Organisations need to commit long term and take continued, meaningful action each year to keep progressing their compliance with Standard 1.

The Commission for Children and Young People (the Commission) understands that organisations will be at different stages in achieving compliance with this new Standard. Foundation steps are provided to help organisations who are yet to make a significant effort to establish a culturally safe environment for First Nations children. These foundation steps help organisations to identify the work they must do to comply with the Standard and to build a plan of action.

The Commission will first look for compliance with the foundation steps. The foundation steps outline the changes required to policies, procedures and public commitments, but recognise that change in organisations takes time. The plan of action should outline the organisation's path to reaching full compliance with the Standard. Further steps help organisations understand what full compliance with this Standard may look like.

### FOUNDATION STEPS

#### *Documents*

- A public commitment to the cultural safety of First Nations children is available and displayed for public access.
- Policies and procedures relating to child safety and wellbeing, including the Netball Australia Child Safeguarding Policy, describe the organisation's commitment to respecting and valuing First Nations children. This includes that:
  - staff and volunteers must encourage and support children to express their culture and enjoy their cultural rights
  - staff and volunteers must actively support and facilitate participation and inclusion within the organisation by First Nations children and their families
  - racism will not be tolerated within the organisation and how the organisation will respond, including potential consequences
  - the organisation's leadership has a responsibility to help everyone involved with the organisation to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of First Nations children.

- The Organisation Code of Conduct and position descriptions outline expectations of staff and volunteer behaviour including:
  - zero tolerance of racism and expectations that staff and volunteers will act on incidents of racism
  - that children will be supported to express their culture and enjoy their cultural rights.
- A plan of action sets out the steps the organisation will take to establish a culturally safe environment in which the diverse and unique identities and experiences of First Nations children are respected and valued.

## FOUNDATION STEPS

### *Actions*

- Instances of racism are consistently identified and addressed.
- The organisation identifies steps already taken to:
  - support, guide or train staff and volunteers and leaders to understand, respect and value Aboriginal culture and to understand the importance of this to the wellbeing and safety of First Nations children
  - actively support and facilitate participation and inclusion of First Nations children and their families
  - recognise and celebrate First Nations peoples, their achievements, communities and cultures
  - ensure racism within the organisation is identified and appropriately addressed
  - create a culturally safe environment for First Nations children within the organisation.
- Identify actions the organisation needs to take to fully implement Standard 1, considering steps already taken and any gaps identified. A plan of action should identify the person or team responsible for taking action, the resources available and the timeframe.

## FURTHER STEPS

### *Documents*

- Policies and procedures, including the Netball Australia Child Safeguarding Policy, describe the organisation's expectations and provide detailed guidance about actions staff, volunteers and leaders must take to establish a culturally safe environment in which the diverse and unique identities and experiences of First Nations children are respected and valued.

### Actions

- The organisation creates an inclusive and welcoming physical and online environment for First Nations children and their families by acknowledging and respecting First Nations peoples, communities, cultures and values.
- All participants receive information from the organisation about cultural rights and the organisation takes active steps to encourage First Nations children to express their culture. When children express their culture, staff and volunteers in the organisation give them support.
- The organisation takes steps to empower children in the organisation and provide them with opportunities to participate in a way that is culturally safe for First Nations children. The organisation provides culturally safe opportunities for First Nations families to participate in the organisation.
- The organisation provides members of the organisation's community with:
  - information on cultural rights, the strengths of Aboriginal cultures and the importance of culture to the wellbeing and safety of First Nations children
  - information on the connection between cultural safety and the prevention of child abuse and harm for First Nations children
  - opportunities to learn and express appreciation of Aboriginal cultures and histories.
- Strategies that encourage the organisation's community to acknowledge and appreciate the strengths of Aboriginal cultures are developed, implemented and embedded into the organisation.
- Strategies to prevent racism are implemented and incidents of racism are not tolerated.

*\*\* Please refer to <https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards/> for more detailed and continually updated information \*\**