Empowerment and participation are critical elements of creating an organisation that is safe for children and young people. It is particularly important for children and young people who have experienced family and domestic violence (FDV).

Children and young people’s needs are more likely to be met when organisations support their involvement in planning, developing, implementing and evaluating service delivery as part of their organisational structure.

This self-assessment tool describes a range of strategies to ensure a culture of awareness and accountability to address Child Safe Organisations Principle 2 in FDV services. Board members, CEO and Managers are responsible for ensuring the participation and empowerment of children and young people are embedded in organisational leadership, governance and culture. the tool provides an opportunity for Boards and management to identify organisational strengths and opportunities for improvement.

It is recognised that some services will already demonstrate empowerment and participation of children and young people practices, whilst others will work towards them.

The criteria listed are intended as a guide only and should be adapted to meet the needs of individual organisations.

**Self Rating Star Guide**

**5 Star = Always 4 Star = Most of the time 3 Star = Sometimes 2 Star = Rarely 1 Star = Nev–Empowerment and Participation**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Board indicators** | **Rating**-circle the number of stars where you sit | Evidence-how do we know? | What can we do to improve? | Person(s) Responsible | By when | Complete |
| **5 Star = Always 4 Star = Most of the time 3 Star = Sometimes 2 Star = Rarely 1 Star = Never** | | | | | | |
| Participation and empowerment of children and young people are embedded in organisational leadership, governance and culture. |  |  |  |  |  |  |
| The organisation considers children’s diverse circumstances and responds effectively to the needs of Aboriginal and Torres Strait Islander children, children with disability, LGBTQIA+ children and children from culturally and linguistically diverse backgrounds. |  |  |  |  |  |  |
| Demonstrates an understanding and commitment to the inclusion of C&YP in in developing programs and policies that impact them |  |  |  |  |  |  |
| As far as is feasible within available resources ensures opportunities for staff to attend child safety, protective behaviours and inclusive practices training are provided. |  |  |  |  |  |  |
| Reports on the inclusion of children’s voices in the annual report. |  |  |  |  |  |  |
| A communication strategy publicly commits the organisation to empowering children and young people |  |  |  |  |  |  |
| Mechanisms are in place for staff to report any Code of Conduct breaches to the Board. |  |  |  |  |  |  |

**Self Rating Star Guide**

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|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Management indicators** | **Rating**-circle the number of stars where you sit | Evidence-how do we know? | What can we do to improve? | Person(s) Responsible | By when | Complete |
| **5 Star = Always 4 Star = Most of the time 3 Star = Sometimes 2 Star = Rarely 1 Star = Never** | | | | | | |
| Ensures staff are aware of their obligations to include children in decision making and assist them in meeting their obligations. |  | **Board indicators** | **Rating**-circle the number of stars where you sit | Evidence-how do we know? | What can we do to improve? | Person(s) Responsible |
| Managers work with staff to build their capacity and knowledge to ensure child safe policies and practices are implemented |  |  |  |  |  |  |
| The views of children and young people are seriously considered in all aspects of service provision. |  |  |  |  |  |  |
| Children’s participation and safety is a standing Agenda item at staff meetings. |  |  |  |  |  |  |
| Feedback from children and young people is analysed to facilitate quality improvement. |  |  |  |  |  |  |
| Children have access to abuse prevention programs and information such as Protective Behaviours |  |  |  |  |  |  |
| Provide the necessary resources to support Child Advocates deliver Protective Behaviours. |  |  |  |  |  |  |
| Staff are knowledgeable of the signs of harm and facilitate child-friendly ways for children to communicate and raise their concerns. |  |  |  |  |  |  |
| Recruitment interviews include a question on the inclusion of C&YP in decision making |  |  |  |  |  |  |
| Resources to facilitate the inclusion of children and young people in decision making are included in the budget |  |  |  |  |  |  |
| Staff recruitment includes identifying diversity across culture, disability and gender diversity. |  |  |  |  |  |  |

**Disclaimer**

This content is for educational and informational purposes It is no intended as a substitute for professional advice.

While the information has been verified to the best of our abilities, we cannot guarantee there are no mistakes or errors.

We recommend that users exercise their own judgment and use their skills, knowledge and experience to evaluate the accuracy, currency, completeness, relevance and suitability of the information for their needs.

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