



**Central Pontian Association**

**Pontiaki Estia**

**Child Safe Standards**

**2023**



Children have a right to safety - emotionally, mentally, and physically. Everyone has a role to play in keeping children safe from harm. Harm can take many forms, such as accidental injury, exposure to physical hazards, peer bullying, neglect, emotional abuse, physical abuse, and sexual abuse. Associations providing services to or working with children, whether run by staff or volunteers, have a duty of care to keep children safe and respect their rights.

**Site:** Central Pontian Association – Pontiaki Estia – 540 Sydney Road, Brunswick VIC 3056

**Name:** Con Tseprailidis

**Position:** President

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**Date:** 01/04/2023

**Child Safety Officer:** Litsa Athanasiadis

The Child Safe Standards in place is a **first step** for our association working with children and young people when considering child safety in our association. It can help our association:

- identify priority areas for improvement in their child safety policies, procedures and practices
- learn about the National Principles for Child Safe Associations (National Principles)
- commit to future action
- monitor improvement.

Our Association is regulated through existing national, state and territory legislation.



We complete this chart by people in the association who are knowledgeable about the day-to-day activities, policies and procedures and staff and volunteer experiences in the association. These people exist at many levels of our association and we recommend that more than one person completes this self-assessment exercise, as a group or separately. If multiple people complete this chart separately, we recommend that you compare and discuss our responses to identify areas for improvement. This chart could also be used for seeking feedback from children and young people and their parents or carers to further inform considerations of child safety within our association.

The new Standards set out minimum requirements and outline the actions associations must take to keep children and young people safe. They provide more clarity for associations and are more consistent with Standards in the rest of Australia.

The things associations already do to keep children and young people safe will help them be compliant with the new Standards. In some areas, associations must change or develop their current child safety policy, practices, and associational culture to meet the new Standards.

This Chart is helpful to our association as we get to know the new Standards and start to review the child safety policies, procedures, and practices to identify recent actions they need to take to comply with the new Standards.

The table below provides a summary of new requirements in the new Standards.

**Standard 1: Associations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.**

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
In complying with Child Safe Standard 1, an association must, at a minimum, ensure the following:	The new Child Safe Standard 1 requires associations to take new steps to create a culturally safe environment for Aboriginal children	In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<p><b>1.1</b> A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.</p>	<p>and young people. Associations must meet this requirement regardless of whether they know Aboriginal children and young people are using their services or facilities.</p> <p>This new Child Safe Standard 1 means that most associations must improve their current approach to creating a safe environment for Aboriginal children, young people, and their families. Implementing this Standard will require ongoing effort, not just a once-off change. This Standard links to new Standard 5, which requires that equity is upheld and diverse needs are respected in associations.</p>					
<p><b>1.2</b> Strategies are embedded within the association, which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the well-being and safety of Aboriginal children and young people.</p>		In place				
<p><b>1.3</b> Measures are adopted by the association to ensure racism within the association is identified, confronted, and not tolerated. Any instances of racism are addressed with appropriate consequences</p>		In place				
<p><b>1.4</b> The association actively supports and facilitates participation and</p>		In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
inclusion by Aboriginal children, young people, and their families.						
<b>1.5</b> The association's policies, procedures, systems, and processes create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people, and their families.		In place				

**Standard 2: Child safety and well-being is embedded in associational leadership, governance, and culture.**

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<p>In complying with Child Safe Standard 2, an association must, at a minimum, ensure:</p> <p><b>2.1</b> The association makes a public commitment to child safety.</p>	<p>Many aspects of the new Child Safe Standard 2 are consistent with what associations must do under existing Standards 1, 2, and 3.</p> <p>The new Child Safe Standard 2 emphasizes information sharing, record keeping, and governance arrangements to create a child-safe culture at all associational levels. Managing risks to children are required to be embedded in executive leadership, governance, and culture.</p>	In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
2.2 A child-safe culture is championed and modelled at all levels of the association, from the top down and bottom up.		In place				
2.3 Governance arrangements facilitate implementing the child safety and well-being policy at all levels.		In place				
2.4 The Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.		In place				
2.5 Risk management strategies focus on preventing, identifying, and mitigating risks to children and young people.		In place				
2.6 Staff and volunteers understand		In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
their obligations to information sharing and record keeping.						

**Standard 3: Children and young people are empowered about their rights, participate in decisions affecting them, and are taken seriously.**

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
In complying with Child Safe Standard 3, an association must, at a minimum, ensure:  <b>3.1</b> Children and young people are informed about their rights, including safety, information, and participation.	The Child Safe Standards have always required associations to have strategies to empower children and young people and promote their participation. These obligations remain.  Additional requirements for associations under the new Child Safe Standard 3 include: <ul style="list-style-type: none"> <li>Informing children and young people about their rights</li> <li>Recognising the importance of friendships and encouraging support from peers to help children and young people feel safe and connected.</li> </ul>	In place				
<b>3.2</b> The importance of friendships is recognised, and peer support is encouraged to help children and young people feel safe and less isolated.	<ul style="list-style-type: none"> <li>Offering children and young people sexual abuse prevention programs where</li> </ul>	In place				



New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
	relevant <ul style="list-style-type: none"> <li>Equipping staff and volunteers to identify the signs of harm to children.</li> </ul>					
<b>3.3</b> Where relevant to the setting or context, children and young people are offered access to sexual abuse prevention programs and relevant related information in an age-appropriate way.		In place				
<b>3.4</b> Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children and young people to express their views, participate in decision-making, and raise their concerns.		In place				
<b>3.5</b> Associations have strategies to develop a culture that facilitates participation and is responsive to the input of children and young people.		In place				
<b>3.6</b> Associations provide opportunities for children and young people to participate and are responsive to their contributions, strengthening confidence and engagement.		In place				

## Standard 4: Families and communities are informed and involved in promoting child safety and well-being.

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<p>In complying with Child Safe Standard 4, an association must, at a minimum, ensure:</p> <p><b>4.1</b> Families participate in decisions affecting their children.</p>	<p>Many associations already inform and involve families and communities as part of complying with the current Child Safe Standards.</p> <p>The new Child Safe Standard 4 creates specific obligations on associations to involve families and communities in promoting child safety.</p> <p>New obligations mean associations must ensure they:</p> <ul style="list-style-type: none"> <li>● seek the input of families and communities in decisions impacting children and young people</li> <li>● involve families and communities in the development and review of their child-safe policies and practices.</li> <li>● communicate effectively with families and communities about how to raise child safety concerns and how the association operates</li> <li>● take into account the diversity of families and act to reduce barriers to inclusion.</li> </ul>	In place				
<p><b>4.2</b> The association engages and openly communicates with families and the community about its child-safe approach, and relevant information is accessible.</p>		In place				
<p><b>4.3</b> Families and communities have a say in the development and review of the association's policies and practices.</p>		In place				
<p><b>4.4</b> Families, carers, and the community are informed about the association's operations and governance.</p>		In place				

## Standard 5: Equity is upheld, and diverse needs respected in policy and practice

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<p>In complying with Child Safe Standard 5, an association must, at a minimum, ensure:</p> <p><b>5.1</b> The association, including staff and volunteers, understands children and young people's diverse circumstances, and supports and responds to vulnerable people.</p>	<p>The Child Safe Standards have always required associations to recognise and respond to diversity and understand that some children are more vulnerable to abuse than others. To date, this has been expressed through three principles relating to the cultural safety of Aboriginal children, culturally and linguistically diverse children, and the safety of children with disabilities.</p> <p>These obligations continue, but the new Child Safe Standard 5 makes some additional obligations explicit, requiring associations to:</p>	In place				
<p><b>5.2</b> Children and young people have access to information, support, and complaints processes in ways that are culturally safe, accessible, and easy to understand.</p>	<ul style="list-style-type: none"> <li>• Understand children and young people's diverse backgrounds, circumstances, and needs.</li> <li>• Make any necessary adjustments and provide equal protection to all children and young people.</li> <li>• Consider the needs of children and young people who are unable to live at home as well as lesbian, gay, bisexual, transgender, and intersex children, and young people.</li> </ul>	In place				
<p><b>5.3</b> The association pays particular attention to the needs of children and young people with disability, children, and young people from culturally and linguistically diverse backgrounds,</p>	<p>Given the new Standard's focus on understanding children's diverse</p>	In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
those who cannot live at home, and lesbian, gay, bisexual, transgender, and intersex children and young people.	<p>circumstances, associations will also need to give attention to the needs of non-binary and gender-diverse children.</p> <p>This Standard links to new Standard 1, which requires associations to establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.</p>					
5.4 The association pays particular attention to the needs of Aboriginal children and young people and provides/promotes a culturally safe environment for them.		In place				

**Standard 6: People working with children and young people are suitable and supported to reflect child safety and well-being values in practice.**

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
In complying with Child Safe Standard 6, an association must, at a minimum,	The current Child Safe Standards already require associations to have	In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<p>ensure:</p> <p><b>6.1</b> Recruitment, including advertising, referee checks and staff and volunteer pre-employment screening, emphasise child safety and well-being.</p>	<p>child safety policies and procedures for recruitment and selection processes, screening, supervision, training, development and performance monitoring of staff and volunteers. They are also required to make staff and volunteers aware of the association's reporting procedures for child safety issues.</p> <p>Under the new Child Safe Standard 6, associations will have new obligations to inform staff and volunteers about:</p>					
<p><b>6.2</b> Relevant staff and volunteers currently work with children's checks or equivalent background checks.</p>	<ul style="list-style-type: none"> <li>• the association's record-keeping processes in relation to child safety and well-being.</li> <li>• information sharing and reporting obligations.</li> </ul>	In place				
<p><b>6.3</b> All staff and volunteers receive appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.</p>		In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
6.4 Ongoing supervision and people management is focused on child safety and well-being.		In place				

### Standard 7: Processes for complaints and concerns are child-focused

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<p>In complying with Child Safe Standard 7, an association must, at a minimum, ensure:</p> <p><b>7.1</b> The association has an accessible, child-focused complaint-handling policy that clearly outlines the roles and responsibilities of leadership, staff, and volunteers, approaches to dealing with different types of complaints, breaches of relevant</p>	<p>The current Child Safe Standards require associations to have effective processes that support children and young people to raise complaints and ensure that the association can appropriately respond to and report suspected child abuse.</p> <p>The new Child Safe Standard 7 emphasises the importance of complaints processes being child-</p>	In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
policies or the Code of Conduct and obligations to act and report.	focused and understood by children, young people, their families, and staff and volunteers.					
7.2 Effective complaint handling processes are understood by children and young people, families, staff, and volunteers, and are culturally safe.	<p>The new Child Safe Standard 7 also makes explicit the obligations for associations to:</p> <ul style="list-style-type: none"> <li>• take complaints seriously and respond to them promptly and thoroughly.</li> <li>• cooperate with law enforcement.</li> <li>• meet reporting, privacy, and employment law obligations.</li> </ul>					
7.3 Complaints are taken seriously and responded to promptly and thoroughly.		In place				
7.4 The association has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether the law requires reporting, and co-operates with law enforcement.		In place				
7.5 Reporting, privacy and		In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
employment law obligations are met.						

**Standard 8: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training**

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
In complying with Child Safe Standard 8, an association must, at a minimum, ensure:  <b>8.1</b> Staff and volunteers are trained and supported to effectively implement the association's child safety and well-being policy.	The current Child Safe Standards already require associations to provide information and training to staff and volunteers to create a child-safe environment and respond to allegations of abuse.  The new Child Safe Standard 8 spells out obligations for associations to train and support staff and volunteers and provide ongoing education and training to: <ul style="list-style-type: none"> <li>• implement the association's child safety and well-being policy.</li> </ul>	In place				
<b>8.2</b> Staff and volunteers receive training and information to recognise indicators of child harm including harm caused by other children and young people.	<ul style="list-style-type: none"> <li>• recognise indicators of harm (including harm caused by other children and young people)</li> <li>• respond effectively to child</li> </ul>	In place				



New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
	<p>safety issues and concerns, and support colleagues who disclose harm.</p>					
<p><b>8.3</b> Staff and volunteers receive training and information to respond effectively to issues of child safety and well-being and support colleagues who disclose harm.</p>	<p>This Standard links to new Standards 1 and 5, with all three Standards binding associations to provide training and information for staff and volunteers on building safe environments for children and young people.</p>	<p>In place</p>				
<p><b>8.4</b> Staff and volunteers receive training and information on how to build culturally safe environments for children and young people.</p>		<p>In place</p>				

**Standard 9: Physical and online environments promote safety and well-being while minimising the opportunity for children and young people to be harmed.**

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<p>In complying with Child Safe Standard 9, an association must, at a minimum, ensure:</p> <p><b>9.1</b> 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.</p>	<p>The current Child Safe Standards already require associations to be mindful of the risks associated with both physical and online environments and to adopt measures to remove risks of child abuse.</p> <p>The new Child Safe Standard 9 contains specific obligations for associations to:</p> <ul style="list-style-type: none"> <li>• Consider online environments in addition to physical environments.</li> <li>• identify and mitigate risks in these environments without compromising a child or young person's right to privacy, access to information, social connections and learning opportunities.</li> </ul>	In place				
<p><b>9.2</b> The online environment is used in accordance with the association's Code of Conduct and child safety and well-being policy and practices.</p>	<ul style="list-style-type: none"> <li>• promote child safety and well-being, as well as minimising the chance for children and young people to be harmed.</li> <li>• have procurement policies that ensure children's and young people's safety if the association contracts facilities and services from third parties.</li> </ul>	In place				
<p><b>9.3</b> Risk management plans consider risks posed by associational settings, activities, and the physical environment.</p>		In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
<b>9.4</b> Associations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.		In place				

**Standard 10: Implementation of the Child Safe Standards is regularly reviewed and improved**

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
In complying with Child Safe Standard 10, an association must, at a minimum, ensure: <b>10.1</b> The association regularly reviews, evaluates, and improves	Review and continuous improvement are already part of the current Child Safe Standards. The new Child Safe Standard 10 contains new obligations for associations to:	In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
child-safe practices.	<ul style="list-style-type: none"> <li>Analyse complaints, concerns, and safety incidents to identify causes and systemic failures to inform continuous improvement.</li> <li>Report on the findings of relevant reviews of safe child practices to staff and volunteers, community and families and children and young people.</li> </ul>					
<b>10.2</b> Complaints, concerns and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement.		In place				
<b>10.3</b> The association reports on the findings of relevant reviews to staff and volunteers, community and families and children and young people.		In place				

### Standard 11: Policies and procedures document how the association is safe for children and young people

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
In complying with Child Safe Standard 11, an association must, at a minimum, ensure: <b>11.1</b> Policies and procedures address all Child Safe Standards.	The current Child Safe Standards already require comprehensive policies and procedures to support the implementation of child-safe practices.  The new Child Safe Standard 11	In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
11.2 Policies and procedures are documented and easy to understand.	contains new obligations for associations to: <ul style="list-style-type: none"> <li>● make policies and procedures easy to understand.</li> <li>● use stakeholder consultation and best practice models to inform the development of policies and procedures.</li> <li>● ensure associational leaders champion and model compliance with policies and procedures.</li> </ul>					
11.2 Policies and procedures are documented and easy to understand.		In place				
11.3 Best practice models and stakeholder consultation informs the development of policies and procedures.		In place				
11.4 Leaders champion and model compliance with policies and procedures.		In place				

New Child Safe Standards (effective 1st July 2022)	What's New or Changing?	In place	Partially in place	Not in place	Action required	Timeframe for actions
11.5 Staff and volunteers understand and implement policies and procedures.		In place				

## Declaration of Compliance with the Standards

**The President of the Association must complete this Declaration.**

**Name of Association:** Central Pontian Association of Melbourne & Victoria – Pontiaki Estia

**Address:** 540 Sydney Road, Brunswick VIC 3056

**Phone:** 0400 860049

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# Declaration

I, Con Tseprailidis

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**(Name of President)**

I, Litsa Athanasiadis

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**(Name of Child Safe Officer)**

**declare** that our association will operate in accordance with CLA Guidelines in relation to prescribed minimum standards for child safety.

**declare** that our association **complies** with the prescribed minimum standards and has completed compliance self-audit chart and, where required, the action plan.

**I understand** that CLA may share information about our association with other prescribed persons or bodies, including Departments of the Commonwealth Government.

**I also understand** that it is the associations responsibility to ensure and maintain compliance with the prescribed standards for registration. I know a person must not knowingly provide false or misleading information.

Signature of the President: *Con Tseprailidis*

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Signature of the Child Safe Officer: *Litsa Athanasiadis*

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