Building a child safe service

5 PRIORITY AREAS

RATIOS

- Never leave an educator alone with a child
- Respond to children's needs
- Support warm, rich interactions
- Go beyond the minimum requirements
- Maintain active/adequate supervision, even when meeting minimum ratios

CULTURE

- Uphold children's rights to be safe and valued
- Set professional boundaries
- Empower educators to speak up when professional and ethical boundaries are compromised
- Uphold and implement National Principles for Child Safe Organisations



RECRUITMENT

- Conduct thorough reference checks
- Attract those genuinely interested in early education
- Use local networks, not just job ads
- Offer fair pay and good conditions
- Embed child safety into procedures including interviews, advertising and induction
- Consider role suitability, not just qualifications

LEADERSHIP

- Invest in building the skills to lead capable teams
- Develop a statement of commitment to child safety and a code of conduct
- Embed child safety in committee and team meeting agendas

TRAINING

- Ensure all staff
 understand child safe
 practices and
 responsibilities
- Know how to respond to unsafe or disrespectful behaviour
- Use evidence-based, expert-led training

