

## KEY ACTION AREA 5.4:

Ongoing supervision and people management is focused on child safety and wellbeing.

### OVERVIEW

In order to maintain child safe environments within your SSA, it is important to have ongoing supervision and people management that is focused on child safety and wellbeing. This can be achieved through:

- Provision of regular training, professional development and/or information sessions for your SSA's staff and volunteers
- Discussion of your SSA's child safe practices with staff and volunteers on a regular basis
- Regular checks of the level of understanding that your staff and volunteers have of your child safety and wellbeing policies and procedures. This information can inform the incorporation of child safety indicators into staff performance reviews and plans
- Regular communication of information about child safety and wellbeing policies and procedures with staff and volunteers. This must include internal and/or external support services and resources that are available to assist staff and volunteers
- Encouraging and enabling supervision and mentoring of staff and volunteers to enable them to implement child safety and wellbeing policies and procedures and provide them with the opportunity to raise issues and concerns relating to child safety
- Clear disciplinary and grievance procedures, which are linked to your [Child Safety Code of Conduct](#) and have feedback/complaint mechanisms.



<p><b>EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 5.4</b></p>	<p>The SSA provides regular training, professional development and/or information sessions to staff and volunteers.</p>
	<p>The SSA child safe practices are discussed with staff and volunteers openly and often.</p>
	<p>The SSA regularly checks the understanding of staff and volunteers of child safety and wellbeing policies and procedures.</p>
	<p>Relevant aspects of child safety are incorporated within staff performance reviews and plans.</p>
	<p>The SSA communicates information about child safety and wellbeing policies and procedures with staff and volunteers.</p>
	<p>The SSA actively communicates internal and/or external support resources to assist staff and volunteers.</p>
	<p>SSA staff and volunteers are mentored to enable them to implement child safety and wellbeing policies and procedures and should be provided with opportunities to raise child safety issues and concerns.</p>
	<p>The SSA has clear disciplinary and grievance procedures, which are linked to the Child Safety Code of Conduct and have feedback/complaint mechanisms.</p>

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If you need support:

- > [Mental health community links](#)
- > [Reporting flowchart](#)

