Embedding Safeguarding into Everyday Practice

Creating environments where children and young people feel safe, respected and empowered requires more than policies, it demands a capable, culturally responsive workforce and systems that reflect safeguarding in action. The Together for Safeguarding: A Workforce Capability Framework for the Child and Family Sector offers a transformative model to support organisations in embedding child safeguarding into everyday practice.
This resource has been developed to support organisations across the sector to implement the framework in a way that is practical, tailored and sustainable. It outlines a phased approach that begins with establishing a clear baseline of current safeguarding culture, systems and workforce capability and builds toward a whole-of-organisation integration.
The framework shifts safeguarding from a compliance exercise to a capability-building journey. It provides role-specific guidance across six organisational streams, from frontline workers to Board members, and is aligned with the Queensland Child Safe Standards and Universal Principle. It is designed to complement existing quality frameworks and support continuous improvement.

Implementation Guide:

To pilot the implementation of the framework in your organisation, the best approach is a phased, participatory and context-sensitive strategy.

1. Establish Foundations

Objective: Build internal understanding and readiness

- *Leadership Commitment:* Secure endorsement from senior management and Board
- *Implementation Team:* Form a cross-functional team including HR, frontline staff, cultural advisors and safeguarding leads
- *Baseline Assessment:* Use the framework's indicators to assess current safeguarding culture, systems and workforce capability

2.Tailor the Framework to Context

Objective: Adapt the framework to reflect the organisation's structure, language and values

- *Map Organisational Roles to Streams:* Align existing roles with the six streams (Ancillary, Direct Contact, Indirect Contact, Business Operations, Senior Management, Board)
- *Customise Language and Tools:* Adjust terminology and examples to suit your service model and community context
- *Embed Cultural Safety:* Ensure Aboriginal and Torres Strait Islander perspectives are central, including co-design with community representatives

3. Pilot in a Selected Program or Team

Objective: Test the framework in a manageable scope

- *Choose a Pilot Site:* Select a team or program with diverse roles and strong leadership support
- *Integrate into Workforce Processes:*
  - *Recruitment:* Use competencies and behaviours in job descriptions and interviews
  - *Induction:* Introduce values, attributes and safeguarding expectations
  - *Supervision:* Use capabilities and behaviours for reflective practice
  - *Performance Development:* Align goals with safeguarding competencies
- *Support Staff:* Provide training on trauma-informed practice, cultural safety and safeguarding behaviours

4. Monitor, Reflect and Learn

Objective: Evaluate effectiveness and refine approach

- *Feedback Loops:* Collect input from staff, children, young people, families and community partners
- *Safeguarding Indicators:* Track changes in culture, practice and systems using the framework's organisational indicators
- *Review Sessions:* Hold reflective workshops to identify successes, challenges and areas for improvement

5. Scale and Sustain

Objective: Expand implementation and embed continuous improvement

- *Refine Tools and Processes:* Based on pilot learnings, adjust templates, policies and training materials
- *Roll Out Organisation-Wide:* Phase implementation across other teams, supported by champions and tailored resources
- *Embed in Strategic Planning:* Use objectives and indicators for organisational planning, audits and reporting
- *Foster a Learning Culture:* Promote growth mindset, knowledge sharing and regular safeguarding reviews