

Establishing a Baseline

Establishing a baseline is a critical first step in piloting the framework. It helps you understand your organisation's current safeguarding culture, systems and workforce capability, and identify gaps and opportunities for growth.

Use the Framework's Organisational Indicators

The framework provides eight domains of indicators that describe what good safeguarding looks like at a systems level:

Leadership and Governance	Participation of Children and Young People
Culture and Engagement	Family and Community Inclusion
Workforce Capability and Conduct	Equity, Diversity and Inclusion
Risks, Complaints and Continuous Improvement	Monitoring and Learning Culture

ACTION:

Create a self-assessment tool or rubric based on these indicators. Rate each domain using a scale (eg: Not Evident, Emerging, Established, Exemplary) and collect evidence to support ratings.

The QFCC Self-Assessment Tool for implementing the Universal Principle and Child Safe Standards in Queensland could be used for this purpose.



Conduct a Workforce Capability Audit

Use the competencies, capabilities and behaviours outlined in the framework to assess staff readiness across different role streams.

ACTION

- Map current roles to the six organisational streams
 - Use tailored capability tables to assess:
 - Staff understanding of safeguarding principles
 - Observed behaviours in practice
 - Training and supervision gaps
- You can do this via:
- Surveys or self-assessments
 - Manager observations
 - Focus groups or reflective workshops

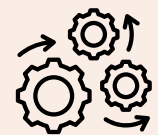


Review Policies, Procedures and Systems

Assess how well your current systems align with the framework's values, indicators and objectives.

ACTION

- Review safeguarding policies for alignment with trauma-informed, culturally safe and child-centred principles
- Check whether complaints handling, recruitment, supervision and governance processes reflect the framework's expectations
- Identify gaps in cultural safety, child participation and equity



Engage Children, Young People, Families and Communities

The framework emphasises lived experience and cultural inclusion.

ACTION

- Conduct consultations or yarning circles with children, young people, families and Aboriginal and Torres Strait Islander communities
- Ask about their experiences of safety, inclusion and participation
- Use their feedback to assess relational and emotional safety



Analyse Data and Feedback

Use existing organisational data to identify patterns and risks.

ACTION

- Review incident reports, complaints, audits and feedback
- Look for trends in safeguarding breaches, cultural safety concerns or staff capability gaps
- Use this to inform your baseline and prioritise areas for improvement

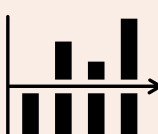


Summarise and Visualise the Baseline

Use a dashboard, heatmap or spider diagram to visualise readiness across domains.

ACTION

- Create a baseline report that includes:
- Strengths and gaps across each indicator domain
 - Staff capability levels by role stream
 - Cultural safety and inclusion insights
 - Priority areas for development



For implementation questions or support, please contact:
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