

Six Immediate Steps to Enhance Child Safety in Early Childhood Settings

This resource was developed to provide early childhood providers with clear, practical actions they can take right now to strengthen child safety in their settings.



These recommendations are designed not only for childcare providers, but for any organisation engaging with children, including schools, sport and recreation providers, disability service providers, religious institutions, and sporting organisations.

Contact Us

If you need further assistance or advice, please do not hesitate to contact our dedicated team on (03) 9843 2119



1. Review and Refresh Your Child Safety Policy, Procedure and Code of Conduct

Your organisation's Child Safety Policy and Code of Conduct must be current, comprehensive, practical and easy to understand. The Code should clearly outline acceptable and unacceptable behaviours and explicitly address online conduct and the use of social media. Policies should define clear responsibilities across all levels—from board to frontline staff—and procedures should include actionable steps for reporting and responding to concerns.

2. Actively Communicate Your Commitment to Child Safety

Policies and procedures alone are not enough. A strong culture of child safety requires regular, visible communication from leadership. Reinforce your zero-tolerance approach to abuse through staff meetings, induction programs, and ongoing engagement. Make sure your messaging is inclusive and tailored to reflect the needs of children with disabilities and diverse backgrounds.

3. Deliver Targeted, Effective Child Safety Training

All staff, board members and volunteers must understand their obligations and how to respond to child safety concerns. While compliance-focused training may tick boxes, best practice involves scenario-based, contextualised learning that empowers staff to respond confidently and appropriately. Regular refresher training ensures that awareness remains high. Early Learning Centres (ELCs) in schools, Ministerial Order 1359 requires tailored annual training and information on specific child safety topics for staff, volunteers and board members.

4. Strengthen Recruitment and Screening Processes

Effective safeguarding begins at recruitment. While WWCCs are vital, they are not foolproof. Ensure all candidates undergo thorough interviews, reference checks, and screening that assesses their values and attitudes towards child safety. For Early Learning Centres (ELCs) in schools, Ministerial Order 1359 requires ongoing evaluation of staff suitability—a best practice all providers should adopt.

5. Conduct a Risk Assessment of Your Environment

Identify potential vulnerabilities in your physical and operational environment. Are there ignorance zones in your facility? Are staff properly onboarded? Do staffing levels support adequate supervision, particularly during break times? Proactively identifying and mitigating risks is a cornerstone of a strong safeguarding approach.

6. Engage Your Board in Child Safety Oversight

Boards have a non-delegable duty to ensure effective child safety systems are in place. This requires more than rubber-stamping policies—it demands active oversight, regular reporting, and a clear flow of information from operational leaders. Board members should receive specialised training and ensure that child safety remains a standing agenda item.

This resource was developed in response to the Childcare and Early Education reform commitment made by the Victorian and Commonwealth Government in July 2025. To stay up to date on these reforms and access updated resources – visit our dedicated [website page here](#).