

Advertising text

 **Right people, right role, right knowledge**

STANDARD 5

Robust human resource management

5.1

A strong commitment to safeguarding underpins an entity's recruitment.

Indicator

5.1.1 The commitment to safeguarding and zero tolerance approach to abuse are explicit in advertising, screening, and recruitment for personnel..

Sample wording for use in advertising and recruitment processes

[Insert name of Church entity] is a child safe organisation, committed to the protection of children and has zero-tolerance of any abuse of children. All employees are required to undergo a National Police Check, retain a valid Working with Children Check where necessary, and sign and comply with our Child Safeguarding Policy and Code of Conduct.

Applicants for all positions at **[Insert name of Church entity]** must have a valid Working With Children Check. For more information, please visit [insert link to relevant State authority].

This position involves working with children. The appointment of successful applicants will be subject to satisfactory employment screening for child-related employment including the completion of a National Police Check, retention of a valid Working with Children Check and adoption and compliance with our Child Safeguarding Policy and Code of Conduct

Sample language and phrasing for use in advertising and recruitment processes.

Applicants must have experience working with children.

Applicants must be able to demonstrate an understanding of appropriate behaviours when engaging with children.

[Insert name of Church entity] promotes the safety and wellbeing of children from culturally and/or linguistically diverse backgrounds and encourages applications from people from culturally and/or linguistically diverse background.

Applicants are welcome to elaborate on experience they may have working with children from a culturally and/or linguistically diverse background.

[Insert name of Church entity] promotes the safety and wellbeing of Aboriginal and Torres Strait Islander children and encourages applications from Aboriginal and Torres Strait Islander peoples.
