

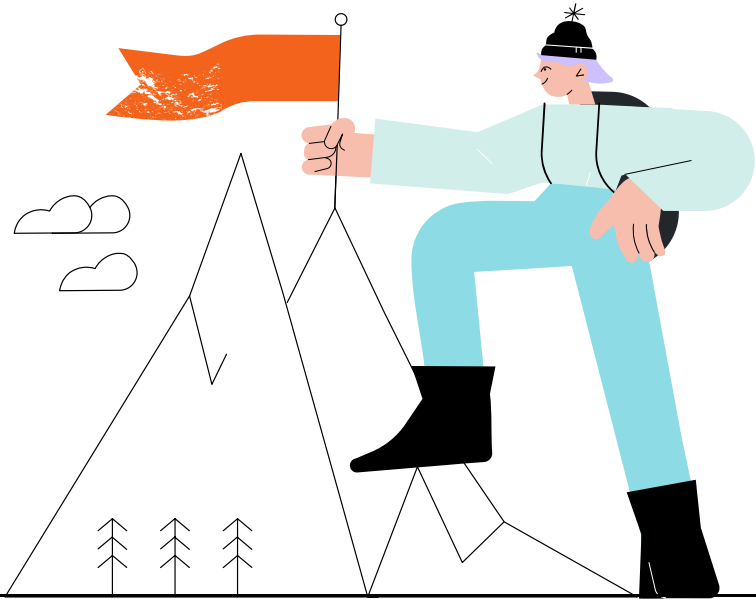
18 March 2026

Child Safe Self-Assessment and Action Report

Produced for Ange Barbaro at NEPEAN DISTRICT CRICKET ASSOCIATION INC



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Introduction

Child safe organisations create cultures, adopt strategies and act to prevent harm to children. Creating and maintaining a child safe organisation is an ongoing process – it requires strong leadership and a shared responsibility across the organisation for keeping children safe.

Your Assessment and Action Report shows your progress towards embedding the Child Safe Standards into practice in your organisation. It offers suggestions on what you can do next, and into the future, to make your organisation safer for children.

Please note, this report is based on your self reported performance. It is not an indicator of actual compliance and does not represent the views of the Office of the Children's Guardian or its assessment of how your organisation is implementing the Child Safe Standards.

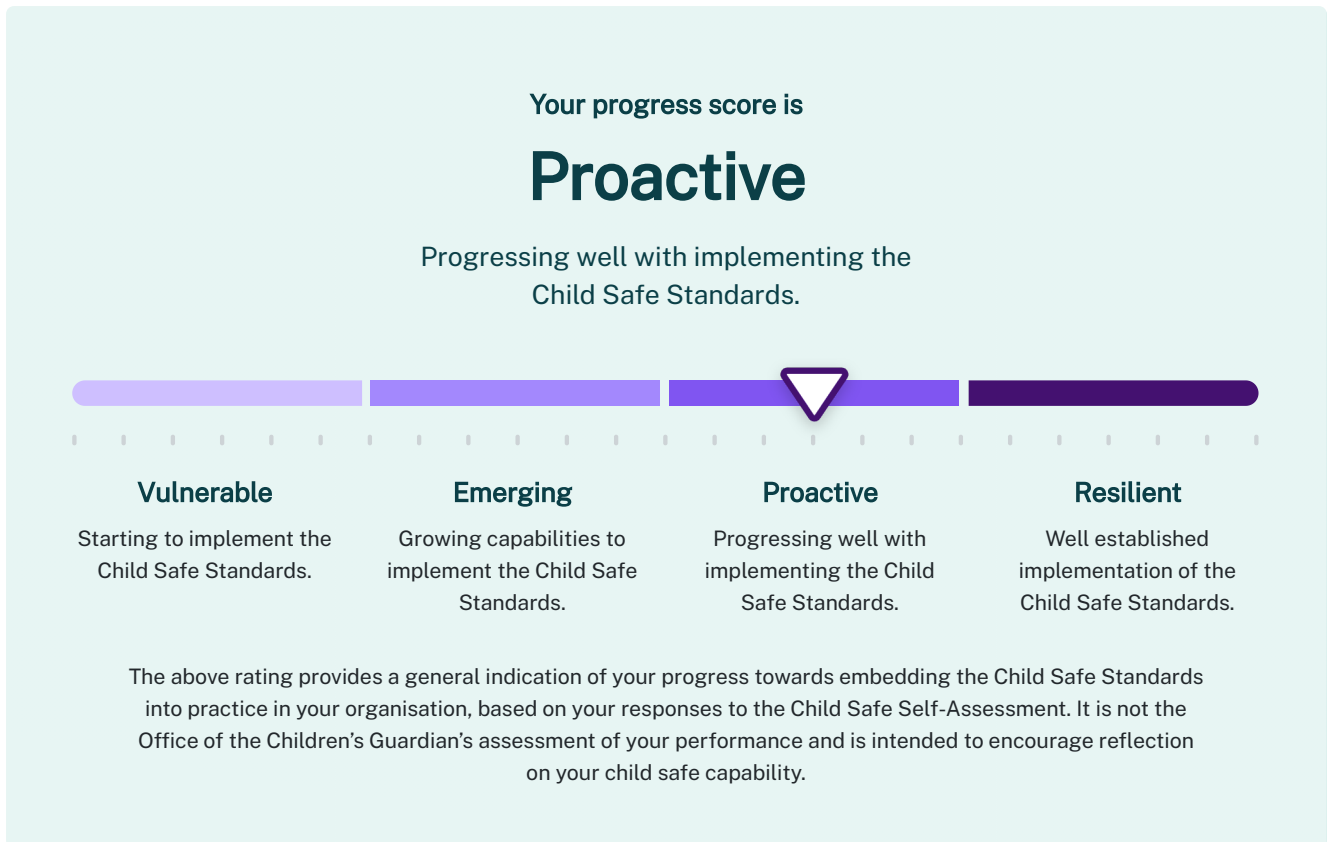
Self-Assessment Summary

Business Name	NEPEAN DISTRICT CRICKET ASSOCIATION INC
Location or Business Unit	Dukes Oval
Primary Address	Park St, Emu Plains NSW 2750
Contact Name	Ange Barbaro
Email Address	ange.barbaro@outlook.com
Date Submitted	18 March 2026

All data provided in this report is based on the respondent's answers to the Child Safe Self-Assessment. It does not represent the views of the Office of the Children's Guardian.

Performance Summary

Your responses to the Child Safe Self-Assessment suggest your organisation is in the Proactive category. Please note, this range is based on your self reported performance, and is not an indicator of actual compliance.



Overall Performance:

- Your organisation may be progressing well with implementing the Child Safe Standards to help keep children safe from harm or abuse.
- But there is more work to be done to create an environment that's safe for children. Leadership must play an important part in creating a child-safe culture for your organisation. They must also lead by example. Your organisation's leadership should review your child safe approach at least once a year.
- Ongoing training for all of your staff and volunteers is essential for continuing to build capability with the Child Safe Standards. This training should be ongoing, readily available, and scheduled at regular intervals. It is also important to make sure all children have access to material outlining who to contact if they feel unsafe in any way.

Your Actions

How to use your Action Report

The Assessment and Action Report has general and specific suggestions for your organisation, based on your responses to the self-assessment. The Child Safe Standards have been labeled with their recommended level of priority, based on your scores.

We suggest you start by focusing your efforts on the Standards marked with 'Higher priority', followed by 'Medium priority', and then 'Lower priority'.

Higher priority

The three Child Safe Standards for which you received the **LOWEST** scores

Medium priority

The four Child Safe Standards for which you received the **MIDDLE** scores

Lower priority

The three Child Safe Standards for which you received the **HIGHEST** scores

What are 'Your Actions?'

The actions provided in your action report are based on your responses to the self-assessment. These actions are suggestions that you can implement to help make your organisation safer for children.

You have three parts to every action:

- The suggested action along with a checkbox that you can use to mark completion,
- A responsible person/team - you can write the name of the person or team at your organisation most suitable to manage responsibility for each individual action, and
- A target completion date for each action. This will help keep your organisation accountable to achieving actions and improving your child safe practice

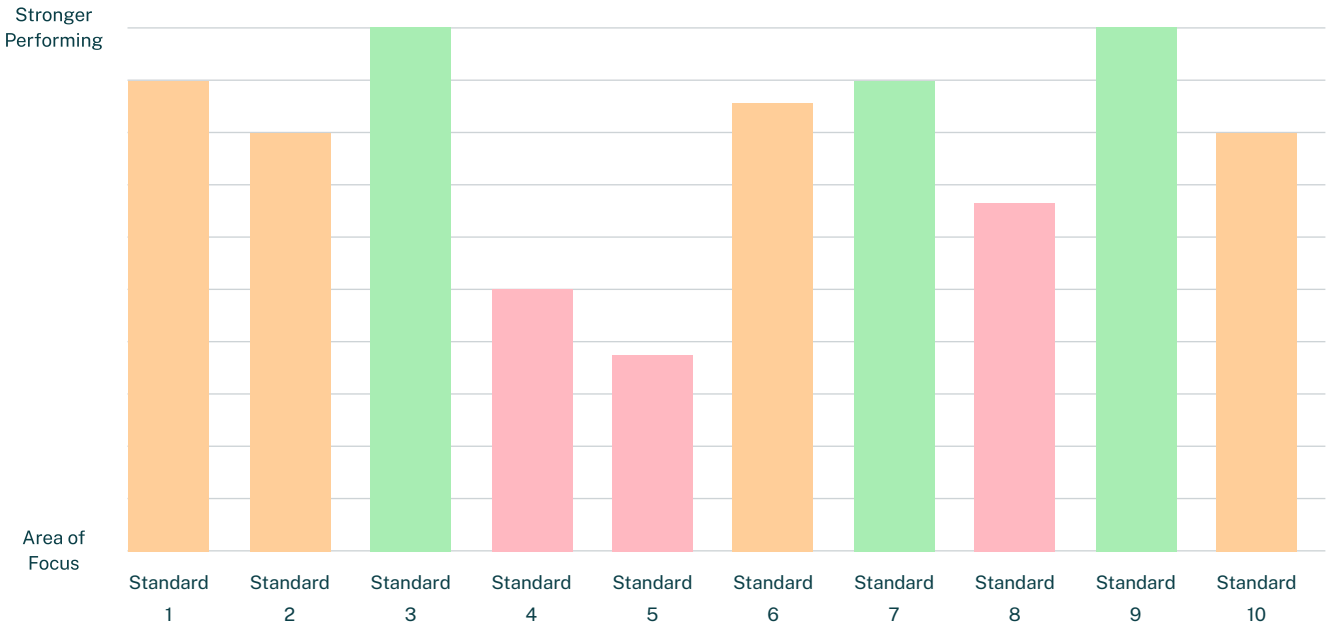
What is the Implementation Planning Template?

After the information on the Child Safe Standards and 'Your actions', you'll find a landscape page with an Implementation Planning Template. This is an optional template for you use to help work through your suggested actions. Print as many pages as you need and feel free to adapt this so that it works best for you. A partial example has been prefilled for you below.

Implementation Planning Template					
This is an optional template for you to fill out and use to help your organisation work through your suggested Actions. Print as many pages as you need!					
Level of Priority	Child Safe Standard	Action	Responsible person/team	Target Completion Date	Status/Comments
High	Standard 3- Family and community involvement	Review your Code of Conduct to make sure it includes what kinds of behaviour is acceptable and unacceptable when it comes to competition and winning. Examples of acceptable behaviours include using positive and encouraging language and encouraging learning and growth over winning.	Bethany W	20/02/2023	In progress
High	Standard 5: Human resource management	Review your Human Resource Policy to make sure it includes child safe recruitment practices, such as your organisations legal obligations around the WWCC. Provide hiring managers with training on your policy and child safe recruitment practices.	HR	01/10/2022	In progress

Your Child Safe Standards Progress

The below graph outlines your progress towards implementing each of the 10 Child Safe Standards, relative to other Standards, based on your responses to the Child Safe Self-Assessment. This is to assist with your implementation planning.



Lower priority

Your Strongest Performing

You scored highest in these three areas relative to other Standards, well done! Your responses to the self-assessment suggest that your organisation is doing more to implement these Standards than others.

- Standard 3: Family and community involvement
- Standard 7: Training
- Standard 9: Continuous review and improvement

Medium priority

Your Moderate Performers

These were your middle four scores from the self-assessment. You are doing fairly well at implementing these Child Safe Standards compared to others.

- Standard 1: Leadership, culture, and governance
- Standard 2: Participation and empowerment
- Standard 6: Child-focused complaints process
- Standard 10: Policies and procedures

Higher priority

Your Areas of Focus

You scored the lowest in these three Child Safe Standards and can improve most in these areas compared to others. It is recommended that you prioritise the suggested actions in your action report for these Standards.

- Standard 4: Equity and diversity
- Standard 5: Human resource management
- Standard 8: Physical and online environments

Medium priority

Standard 1: Leadership, culture, and governance

Child safe organisations are committed to creating culture that is safe for children. Child safe cultures make it hard for abuse to occur.

Leaders are critical in creating and maintaining a positive child safe culture. This is because when they model child safe behaviours and attitudes, staff and volunteers follow.

Your Performance:

Your response to the Self-Assessment suggests you are doing fairly well at implementing this Child Safe Standard compared to others, but there is always more than can be achieved. This Standard may have medium priority in your Implementation Plan.

Your responses to the self-assessment did not generate any actions for this Standard. But you can continuously improve your child safe practice. Here are some general actions for this Standard from the Royal Commission into Institutional Responses to Child Sexual Abuse to consider:

- The organisation publicly commits to child safety and leaders champion a child safe culture.
- Child safety is a shared responsibility at all levels of the organisation.
- Risk management strategies focus on preventing, identifying and mitigating risks to children.
- Staff and volunteers comply with a code of conduct that sets clear behavioural standards towards children.
- Staff and volunteers understand their obligations on information sharing and record keeping.

Resources for Standard 1

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

Standard 1-Overview

A video to help you understand Child Safe Standard 1: Child safety in embedded in leadership, governance and culture.



Statement of Commitment and Child Safe Policy Handbook

Information to help you develop a Child Safe Policy and Statement of Commitment.



Child Safe Policy-Template

An easy-to-use template to help you create a Child Safe Policy.



Medium priority

Standard 2: Participation and empowerment

Children are safer when organisations teach them about their rights to be heard, listened to and believed. Empowerment of children and young people in organisations is important because it means they will feel safe to speak up if they or a friend has been harmed. All children should be encouraged and supported to participate. This is because it leads to feelings of empowerment and confidence to speak up if they need to.

Your Performance:

Your response to the Self-Assessment suggests you are doing fairly well at implementing this Child Safe Standard compared to others, but there is always more than can be achieved. This Standard may have medium priority in your Implementation Plan.

Your actions	Responsible person/team	Target completion date
<input type="checkbox"/> Provide staff with information and training on empowering children and young people's participation.		
<input type="checkbox"/> Encourage children and young people to talk about who they are, their culture, and identity.		

Resources for Standard 2

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

<p>Standard 2 - Overview</p> <p>A video to help you understand Child Safe Standard 2: Children participate in decisions affecting them and are taken seriously.</p> <p>→</p>	<p>Empowerment and Participation Guide</p> <p>A Guide to assist adults empower and involve children and young people in their organisation.</p> <p>→</p>	<p>SAFE series</p> <p>A series of resources to assist organisation support protective behaviours.</p> <p>→</p>
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Lower priority

Standard 3: Family and community involvement

Involving the community in how your organisation is run informs your child safe approach and what you are doing is consistent with the values of the children, parents, and communities that you serve. It is also important because it means parents and carers can be part of – and hold organisations to account for – the implementation of child safe process, practices, and behaviours.

Your Performance:

This is one of your higher scoring Standards compared to others, well done! You may wish to prioritise other Child Safe Standards when preparing your Implementation Plan.

Your responses to the self-assessment did not generate any actions for this Standard. But you can continuously improve your child safe practice. Here are some general actions for this Standard from the Royal Commission into Institutional Responses to Child Sexual Abuse to consider:

- Families have the primary responsibility for the upbringing and development of their child and participate in decisions affecting their child
- The organisation engages in open, two-way communication with families and communities about its child safety approach and relevant information is accessible
- Families and communities have a say in the organisation's policies and practices
- Families and communities are informed about the organisation's operations and governance

Resources for Standard 3

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

Standard 3 - Overview

A video to help you understand Child Safe Standard 3: Families and communities are informed and involved



Higher priority

Standard 4: Equity and diversity

Paying attention to equity by taking into account children's diverse circumstances is important because it recognises that some children are more vulnerable to abuse than others or find it harder to speak up and be heard.

Cultural safety in organisations requires an environment that is free from discrimination, racism or denial of culture.

Your Performance:

This is one of your lower scoring Standards compared to others. It is recommended that you prioritise the suggested actions in your Implementation Plan for this Standard.

Your actions	Responsible person/team	Target completion date
<input type="checkbox"/> Celebrate diversity in multiple ways so children and young people feel included (for example: Acknowledgement of Country; organise events or communication for significant days; use music, art or food to celebrate different groups).		

Resources for Standard 4

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

Standard 4 - Overview

A video to help you understand Child Safe Standard 4: Equity and diverse needs are upheld and taken into account.



Higher priority

Standard 5: Human resource management

A Working With Children Check is an important part of keeping children safe in organisations, but it is not the only part. Human resource management – including screening, recruitment and performance reviews – helps screen unsuitable people from working with children and hold staff accountable to child safe practice.

Your Performance:

This is one of your lower scoring Standards compared to others. It is recommended that you prioritise the suggested actions in your Implementation Plan for this Standard.

Your actions	Responsible person/team	Target completion date
<input type="checkbox"/> Use a range of screening practices to make sure staff or volunteers are safe to work with children (for example, WWCC; referee checks; value-based and behavioural interview questions; induction includes child safe policies and procedures).		
<input type="checkbox"/> New staff and volunteers complete the OCG's free induction training on child safety and provided with ongoing guidance from senior staff members about child safety.		
<input type="checkbox"/> Always verify WWCC numbers by: confirming identity of potential employees and volunteers; verifying WWCC numbers online with the OCG or Service NSW; and keeping records of employees and volunteers who require a WWCC and when they were verified.		

Resources for Standard 5

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

<p>Standard 5 - Overview</p> <p>A video to help you understand Child Safe Standard 5: People working with children are suitable and supported.</p> <p>→</p>	<p>Working with Children Check</p> <p>Organisations need to register and verify their workers' checks</p> <p>→</p>	<p>Human Resources Handbook</p> <p>A handbook on child safe human resource practices.</p> <p>→</p>
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Medium priority

Standard 6: Child-focused complaints process

A child-focused complaint process supports children, young people and families to share concerns by providing a variety of ways to make complaints and encouraging them to speak up. It also ensures organisations respond appropriately to any complaints about abuse.

Your Performance:

Your response to the Self-Assessment suggests you are doing fairly well at implementing this Child Safe Standard compared to others, but there is always more than can be achieved. This Standard may have medium priority in your Implementation Plan.

Your actions	Responsible person/team	Target completion date
<input type="checkbox"/> Review your Complaint Handling Policy to make sure it includes numerous ways for children, young people, parents and carers to make a complaint about concerning or unacceptable behaviour.		

Resources for Standard 6

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

<p>Standard 6-Overview</p> <p>A video to help you understand Child Safe Standard 6: Processes to respond to child abuse are child focussed.</p> <p>→</p>	<p>Reporting Obligations and Processes</p> <p>A Handbook to help child-related organisations understand their reporting obligations.</p> <p>→</p>	<p>Sample Child Safe Reporting Policy</p> <p>An example of what should be in your Child Safe Reporting Policy.</p> <p>→</p>
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Lower priority

Standard 7: Training

A child safe organisation promotes continuous learning and provides regular ongoing education and training. Staff continually build their abilities to keep children safe. Training provides staff with the knowledge, skills, and confidence to identify abuse and respond to complaints.

Your Performance:

This is one of your higher scoring Standards compared to others, well done! You may wish to prioritise other Child Safe Standards when preparing your Implementation Plan.

Your actions	Responsible person/team	Target completion date
<input type="checkbox"/> Provide staff with a range of child safe training, for example: signs of abuse; responding to disclosures of abuse; problematic and harmful sexual behaviours; internal and external reporting; or online safety.		

Resources for Standard 7

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

<p>Standard 7 - Overview</p> <p>A video to help you understand the Child Safe Standard on education and training.</p> <p>→</p>	<p>Free training</p> <p>Register for free OCG training here</p> <p>→</p>	<p>Induction video part 1: Identifying abuse</p> <p>Learn how to recognise children that may have been harmed.</p> <p>→</p>	<p>Induction video part 2: Responding to Abuse</p> <p>Learn how to respond to children being harmed.</p> <p>→</p>
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Higher priority

Standard 8: Physical and online environments

A child safe organisation adapts its physical environments to minimise opportunities for abuse to occur. Organisations offer a balance between visibility and children's privacy, creative play and other activities. Child safe organisations also address risks in the online environment by educating children and adults about how to avoid harm and how to detect signs of online grooming.

Your Performance:

This is one of your lower scoring Standards compared to others. It is recommended that you prioritise the suggested actions in your Implementation Plan for this Standard.

Your actions	Responsible person/team	Target completion date
<input type="checkbox"/> Review your Child Safe Policy and/or Code of Conduct to make sure it clearly describes what the organisation expects when adults are alone with children (e.g. travelling alone with children and young people, change rooms, sick bays, off-site locations such as camps and secondary employment).		

Resources for Standard 8

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

Standard 8 - Overview

A video to help you understand Child Safe Standard 8: Physical and online environments minimise the opportunity for abuse to occur.



eSafety Commissioner - Online resources

Resources to increase knowledge on matters relating to online safety.



Lower priority

Standard 9: Continuous review and improvement

Child safe organisations know it takes ongoing effort to maintain a safe environment for children. Leaders embed a culture of learning and put in place systems to monitor and evaluate how they have implemented the Child Safe Standards. Staff keep up to date with emerging knowledge and trends to continuously improve practices, and can demonstrate that policies and procedures have changed over time.

Your Performance:

This is one of your higher scoring Standards compared to others, well done! You may wish to prioritise other Child Safe Standards when preparing your Implementation Plan.

Your responses to the self-assessment did not generate any actions for this Standard. But you can continuously improve your child safe practice. Here are some general actions for this Standard from the Royal Commission into Institutional Responses to Child Sexual Abuse to consider:

- The organisation regularly reviews and improves child safe practices.
- The organisation analyses complaints to identify causes and systemic failures to inform continuous improvement.

Resources for Standard 9

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

Standard 9-Overview

A video to help you understand the Child Safe Standard on continuous review and improvement.



Medium priority

Standard 10: Policies and procedures

Child safe organisations have policies and procedures that describe how they maintain a safe environment for children. They know that these documents are only effective if they are implemented. Policies and procedures should be relevant to all aspects of an organisation and reflect the Child Safe Standards. They are championed by leaders, understood by staff, and available to the community in accessible formats and languages.

Your Performance:

Your response to the Self-Assessment suggests you are doing fairly well at implementing this Child Safe Standard compared to others, but there is always more than can be achieved. This Standard may have medium priority in your Implementation Plan.

Your actions	Responsible person/team	Target completion date
<input type="checkbox"/> Ensure your child safe policies and procedures are tailored to child safeguarding, reflect how your organisation is implementing the Child Safe Standards, and address the specific safety risks in your organisation and the children and young people you work with.		
<input type="checkbox"/> Implement your child safe policies and procedures in numerous ways (for example, make them easily available on your social media, in your newsletter, on your website or at orientation; and explain them to children, young people, parents/carers and staff).		

Resources for Standard 10

The following resources will help you implement this Child Safe Standard. For more information on the OCG's training and resources, please go to: <https://ocg.nsw.gov.au/training-and-resources>

<p>Standard 10 - Overview</p> <p>A video to help you understand Child Safe Standard 10: Policies and procedures document how the organisation is child safe.</p> <p>→</p>	<p>Developing Child Safe Codes of Conduct</p> <p>A Guide to help you develop your organisation's Child Safe Code of Conduct.</p> <p>→</p>	<p>Code of Conduct - Template</p> <p>A Template to help you create your own Code of Conduct. You can use this alongside the Code of Conduct Guide.</p> <p>→</p>	<p>Risk Management and the Child Safe Standards</p> <p>Information to help you identify child safe risks in your organisation.</p> <p>→</p>
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Implementation Planning Template

This is an optional template for you to fill out and use to help your organisation work through your suggested Actions. Print as many pages as you need!

Level of Priority	Child Safe Standard	Action	Responsible person/team	Target Completion Date	Status/Comments

Level of Priority	Child Safe Standard	Action	Responsible person/team	Target Completion Date	Status/Comments

Thank you!

Thank you for completing the Child Safe Self-Assessment and for reviewing your Assessment and Action Report. We hope this process helps you implement the Child Safe Standards in your organisation.



Need further information?

For more information about the Child Safe Self-Assessment or your report, please go to our frequently asked questions at: www.ocg.nsw.gov.au/childsafeselfassessment

If you cannot find an answer to your question here, please email us at childsafesupport@ocg.nsw.gov.au

