

CHAPTER 1

YOUTH SAFE CULTURE

INTRODUCTION

2.1.1 The Defence youth safe vision ensures *Defence's engagement with youth is conducted in an environment which assures the health, protection and wellbeing of youth and in a manner that delivers a positive experience for youth*. To achieve this vision, leadership and commitment from commanders, managers and supervisors at all levels is required to develop a strong and effective youth safe culture.

POLICY INTENT

2.1.2 The intent of this policy is to provide a road map for commanders, managers and supervisors to strive for a 'generative' youth safe culture.

2.1.3 Defence youth safe culture policy is consistent with the following [National Principles for Child Safe Organisations](#):

- a. Principle 1: *Child safety and wellbeing is embedded in organisational leadership, governance and culture*
 - (1) *Key Action Area 1.2: A child safe culture is championed and modelled at all levels of the organisation from the top down and the bottom up*
- b. Principle 7: *Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training*
 - (1) *Key Action Area 7.1: Staff and volunteers are trained and supported to effectively implement the organisations child safety and wellbeing policy.*

DEFINITIONS

2.1.4 **Generative Youth Safe Culture.** A generative youth safe culture is one where youth safe behaviours and practices are understood, displayed and fully integrated by all personnel into every youth related interaction, activity and program. Achievement of a generative youth safe culture requires leadership and commitment from commanders, managers and supervisors at all levels to develop trust, open and honest communication, and the sub-cultures depicted in Figure 1.

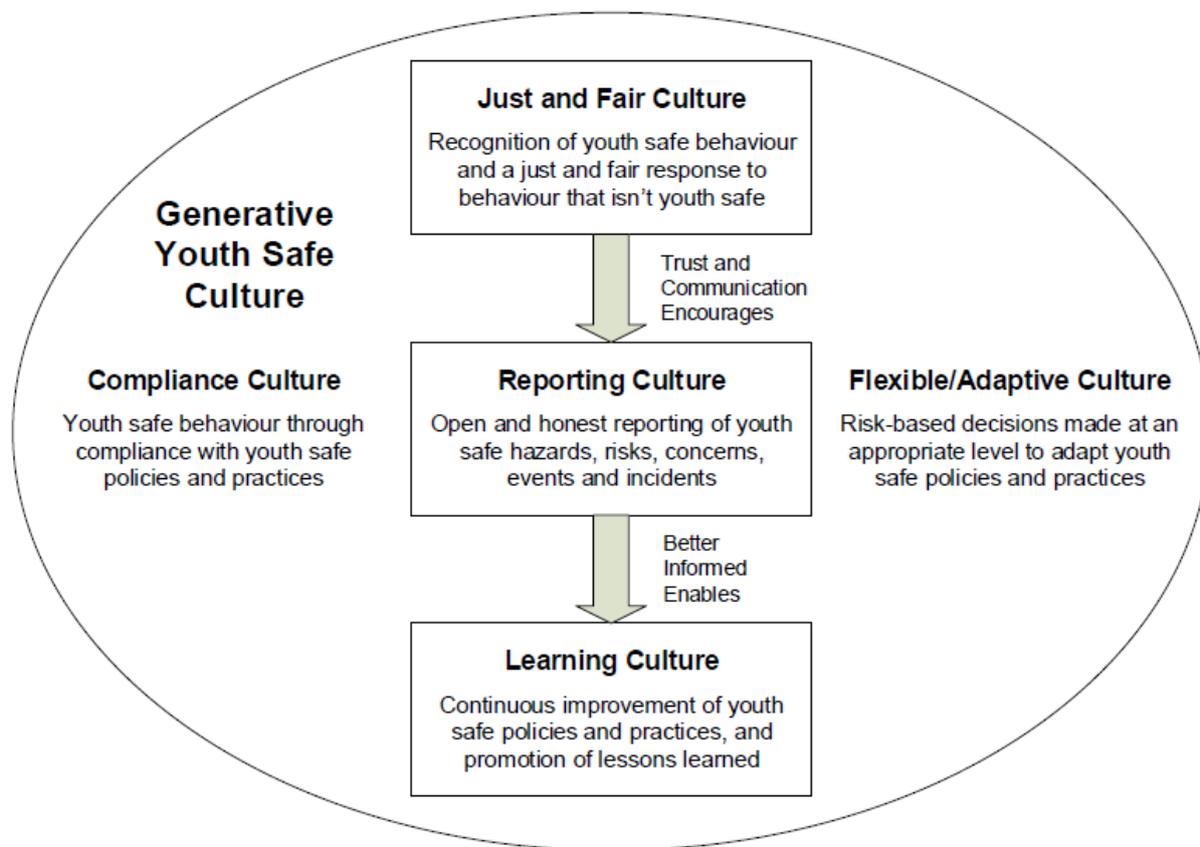


Figure 1: Sub-cultures of a Generative Youth Safe Culture¹

POLICY

GENERATIVE YOUTH SAFE CULTURE

2.1.5 In order to maximise youth safe performance, commanders, managers and supervisors at all levels should display the leadership and commitment to promote and develop a generative youth safe culture, applying the following direction:

- a. **Compliance Culture.** Youth and all adult personnel who engage with youth should be:
 - (1) provided the training (refer Section 5 Chapter 1), resources, support and empowerment to display youth safe behaviours and comply with youth safe policies and practices
 - (2) encouraged and supported to proactively identify and provide feedback on ineffective or impracticable youth safe policies and practices (refer Section 1 Chapter 2)

¹ For further information relating to a generative safety culture, refer to Part 3 Chapter 2 of the [Defence Aviation Safety Manual](#).

- b. **Flexible/Adaptive Culture.** Personnel who engage with youth should be encouraged and empowered to make risk-based decisions to adapt youth safe policies and practices within the scope of their responsibility and authority (refer Section 3 Chapter 1).
- c. **Just and Fair Culture.** Youth and all adult personnel who engage with youth should be informed of what constitutes acceptable and unacceptable behaviour (refer annex C Section 2 Chapter 2 and Section 5 Chapter 1). Procedural fairness should be afforded to anyone who breaches the code of conduct. Recognition for youth safe behaviour, or penalty for misconduct, should be timely and consistent.
- d. **Reporting Culture.** Within the framework of a just and fair culture, youth and adult personnel should feel comfortable, and should be encouraged to openly and honestly report youth safety concerns, hazards, risks, events and incidents at the lowest level through open reporting mechanisms. Notwithstanding, confidential reporting via the Youth Safe Confidential Complaint and Event Report/Notification (ConCERN) should also be promoted and encouraged (refer Section 3 Chapter 3).
- e. **Learning Culture.** Youth safe performance should be periodically analysed to identify adverse trends, new hazards, deficient risk controls and/or systemic issues (refer Section 4 Chapter 1). Lessons learned should be captured in training (refer Section 5 Chapter 1) and communicated to reinforce youth safe behaviours (refer Section 5 Chapter 2).

Accountable Officer: Chief of Joint Capabilities (CJC)

Policy Owner: Head Joint Support Services Division (HJSSD)