

How do you support children and young people to participate in your organisation?

Children and young people are safer when organisations listen to them, respect their views, and take them seriously. Use this reflective tool to check how well your organisation helps them have a say.



Organisational capability

Yes

Maybe

No

Leaders know why it's important to share power with children and young people.

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Ways to support participation are part of everyday work, not just the passion of a few staff.

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Hiring processes checks if staff and volunteers care about children's right to be heard.

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Friendships and peer support among children and young people are encouraged.

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Staff and volunteers build trust and good relationships with children and young people.

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Staff and volunteers listen to children's ideas in a kind and open way.

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Feedback from children and young people is acted on and recorded.

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Children and young people have chances to talk directly with leaders.

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Communication

Yes

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No

Children and young people are asked how they want to take part in the organisation and its work.

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Children and young people are overtly told about their rights.

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Information about participation is easy to understand and child-friendly.

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The organisation tells children and young people how they can share their ideas.

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Their input is recorded and shared inside the organisation.

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Children and young people know exactly what's being asked and what will happen after.

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Participation is culturally safe, with advice from Aboriginal groups if needed.

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The organisation is clear about what children and young people can and can't change, so no one gets false hopes.

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Opportunities

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The organisation works with children and young people to make clear plans that avoid asking the same questions over and over.

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Children and young people can help make real decisions—like on policies and hiring.

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They are told what will happen after sharing their ideas and get updates.

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Participation chances happen regularly, not just once.

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Everyone can join in, including children and young people with different needs or those living far away.

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Children and young people can give ideas or feedback anonymously if they want (like suggestion boxes).

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Time and space are given to think about and improve their ideas.

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Participation can be fun, interactive, and exciting when it fits.

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Children and young people are thanked and recognised for their help.

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Youth-led groups or councils are supported, with children and young people setting their own rules.

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Prep materials like videos are shared before activities so children and young people have time to get ready.

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Yes

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No

Ways to participate are flexible and easy for everyone to use.

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Extra effort is made to hear from children and young people who usually don't speak up.

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Face-to-face meetings are held in friendly, safe, and easy-to-get-to places.

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Impact

There are clear ways to decide how to use children and young people's ideas—not just listen.

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Children and young people can see how their input changes what the organisation does.

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Feedback helps make the organisation safer and better for children and young people.

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