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## Version History National Standards (2024)

2024 Standards	2019 Standards Reference	What Changed
<b>Standard OHES1 (MS)</b>	Replaces <a href="#">A. Planning: 1.</a>	Included stronger language and inserted indicators to ensure alignment.
<b>Standard OHES2 (MS)</b>	Replaces <a href="#">A. Planning: 2.</a>	Separated strategic planning and operational planning as two separate processes that support and inform one another. Included link to strategic plan, measurable indicators and the monitoring of progress.
<b>Standard OHES3 (MS)</b>	Replaces <a href="#">A. Planning: 2.</a>	Separated strategic planning and operational planning as two separate processes that support and inform one another. Added requirement that Board review operational planning.
<b>Standard OHES4 (MS)</b>	<b>New Standard</b>	This is a new standard to ensure agencies have a process for developing, approving and reviewing policies.
<b>Standard DEI1 (MS)</b>	<b>New Standard</b>	This is a new standard to help the BBBS federation achieve some of our identified strategic objectives related to DEI. This also ensures we are meeting legislative requirements for required policies in this area.
<b>Standard DEI2 (SFE)</b>	<b>New Standard</b>	This a new (non-mandatory) standard to promote growth and continuous quality improvement in the area of DEI.
<b>Standard GOV1 (MS)</b>	Replaces B. Governance: <a href="#">1b), 2a), 6 a), b), c), d), 7a)</a>	Added requirement that Board reviews all bylaws at minimum every 4 years. Added requirement that all governance polices, and procedures are approved by the Board.
<b>Standard GOV2 (MS)</b>	Replaces B. Governance: <a href="#">1a), c), d), 2b), 2d), 4a), 12</a>	Added requirement for capturing voting rights and quorum. Added conflict of interest declaration requirement. Added requirement to describe officer positions and Board Committees. Added specific requirements of minutes as former standards only stated minutes needed to be captured. Added requirements for what is captured in Board Meeting Minutes.



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		Added requirement that Board received reports related to critical incidents and complaints.
<b>Standard GOV3 (MS)</b>	Replaces C. Human Resource Management: <a href="#">C12</a> , <a href="#">13 a), b), c)</a> , <a href="#">14</a> , <a href="#">15</a> , <a href="#">16a)- d)</a> , <a href="#">17</a> , G. Politics: <a href="#">G1 l)</a>	Added yearly requirement to update and provide an organizational chart.
<b>Standard GOV4 (MS)</b>	Replaces B. Governance: <a href="#">B7 a), b) c), d)</a> , <a href="#">B9</a> , <a href="#">B10</a> , <a href="#">B11</a> ; C. Human Resources Management: <a href="#">C16</a>	Added content to Board Orientation. Clarifying and extra details were added to the recruitment and evaluation sections. Added Board member file audit and file requirements.
<b>Standard GOV5 (SFE)</b>	<b>New Standard</b>	This is a new (non-mandatory standard) to reflect commitment to DEI and Youth Centered Programming and Governance.
<b>Standard HR1 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C1</a> , <a href="#">C2</a> , <a href="#">C3</a> <a href="#">C7</a>	Added additional requirements related to HR policies.
<b>Standard HR2 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C3</a> ; G. Policies: <a href="#">G1 a), c), j)</a>	Added policy requirement related to workplace harassment and violence and breeches of conduct.
<b>Standard HR3 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C1</a> , <a href="#">C12 a)</a>	Added requirements regarding communication and ensuring comprehension of policies. Added requirement related to signing off at orientation.
<b>Standard HR 4 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C4</a>	Added content regarding regular staff input and review of job descriptions.
<b>Standard HR5 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C8</a> , <a href="#">C10</a> , <a href="#">C11</a>	Added training and orientation, annual declarations, and code of ethics. Added requirement of updated Vulnerable Sector/Criminal Record check every 5 years. Separated this section into two indicators: 1) contents of the file and 2) security.
<b>Standard HR6 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C5</a>	Included need for performance appraisals and adequate supervision



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<b>Standard HR7 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C9</a> , <a href="#">C20</a>	Added Child Safety Training, Big Fundamentals and Strong from the Start. Edited content of orientation requirements to go beyond Policy and Procedures.
<b>Standard HR8 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C12</a> , <a href="#">C18</a> , <a href="#">C19</a>	Added content related to the educational equivalency process with the need to consider the agency's ability to support candidates that do not meet minimum requirements. Added minimum qualifications for an Executive Director performing Service Delivery role or Supervising Service Delivery Staff.
<b>Standard HR9 (MS)</b>	Replaces C. Human Resources Management: <a href="#">C21-25</a>	Clarified definition of student (Post Secondary Student). Added learning contract and MOU requirement.
<b>Standard HR 10 (SFE)</b>	<b>New Standard</b>	New (non-mandatory) Standard added to respond to the need of recognizing the importance of supporting federation members' health and wellness.
<b>Standard FIN1 (MS)</b>	Replaces D. Financial Management: <a href="#">D1 a),b)</a> , <a href="#">D2 a), b), c)</a> and <a href="#">D4 a), b), c)</a>	Monitoring changed to quarterly, as twice a year was not sufficient. Added requirement to share with national office.
<b>Standard FIN2 (MS)</b>	Replaces D. Financial Management: <a href="#">D3</a>	Added policy requirements.
<b>Standard FIN3 (MS)</b>	Replaces D. Financial Management: <a href="#">D4 c)</a> , <a href="#">D5</a> , <a href="#">D6</a> , <a href="#">D7</a> , <a href="#">D8</a> , <a href="#">D9</a>	Added handling of donor info (made it required not suggested).
<b>Standard FIN4 (MS)</b>	Replaces H. Risk Management: <a href="#">H3</a>	No changes
<b>Standard FIN5 (SFE)</b>	<b>New Standard</b>	New (non-mandatory) standard added to track and update minor assets.
<b>Standard MK1 (MS)</b>	Replaces E. Marketing and Communication: <a href="#">E1 a), b), c)</a>	Added consultation, review and sharing requirements.
<b>Standard COM1 (MS)</b>	Replaces E. Marketing and Communication: <a href="#">E2</a>	This standard now highlights what needs to be included in the plan, not just the requirement to have one.



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<b>Standard COM2 (MS)</b>	Replaces B. Governance: <a href="#">B3</a> ; E. Marketing and Communication: <a href="#">E3</a>	Added missing requirements including timeline for responding to complaints, Board Positions, Agency Contact information and privacy policy.
<b>Standard FAC1 (MS)</b>	Replaces F. Facilities: <a href="#">F1-3</a>	Added element regarding welcoming & youth centered space.
<b>Standard RM1 (MS)</b>	Replaces B. Governance: <a href="#">B5</a>	Added requirement to participate in National Insurance coverage referencing bylaws. Added requirement to keep documents indefinitely.
<b>Standard RM2 (MS)</b>	Replaces B. Governance: <a href="#">B8</a>	Minor changes to wording
<b>Standard RM3 (MS)</b>	<b>New Standard</b>	New Standard added to ensure agencies have mechanisms in place to comply with workplace health and safety requirements in the agency's province of operation.
<b>Standard RM4 (MS)</b>	<b>New Standard</b>	New Standard added to ensure agencies track and document critical incidents and address trends and issues to mitigate any future risk.
<b>Standard RM5 (MS)</b>	Replaces H. Risk Management: <a href="#">H4-6</a> , <a href="#">C6</a> , <a href="#">G1 h)</a>	Added content regarding having processes and systems in place when handling reports of unsafe, inappropriate behaviour and disclosures of abuse.
<b>Standard DOC1 (MS)</b>	<b>New Standard</b>	New Standard added in order to monitor compliance with standards in this area as needed, to leverage technological advancements in regard to evaluation/reporting and to ensure consistency across the federation. This standard is being introduced as mandatory with a one year adoption timeline.
<b>Standard DOC 2 (MS)</b>	Replaces G. Policies: <a href="#">G1 a), b)</a>	Added policy content requirements to protect personal information.
<b>Standard DOC3 (MS)</b>	Based on G. Policies <a href="#">G1 d)</a> , Risk Management: <a href="#">H3</a> , I. Documentation: <a href="#">I4</a>	Added policy content requirements.



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<b>Standard DOC4 (MS)</b>	Replaces I. Documentation: <a href="#">I5</a>	Added requirement for a policy. Also require that file audit results are shared and use to inform improvements.
<b>Standard DOC5 (MS)</b>	<b>New Standard</b>	New standard for agencies who opt to digitize their files.
<b>Standard DOC6 (MS)</b>	<b>New Standard</b> Replaces I. Documentation: <a href="#">I6</a>	New Standard added for agencies who execute documents electronically. Replaces I6.
<b>Standard PES1 (MS)</b>	Replaces O. Matching and Match Monitoring: <a href="#">O12</a>	Added details related to program endorsement forms, substitution requests and ensuring programs align with theory of change.
<b>Standard PES2 (MS)</b>	<b>New Standard</b>	New Standard added to ensure agencies are evaluating the impact of programs and services and results of the evaluations are used to inform improvements.
<b>Standard PES3 (MS)</b>	Replaces G. Policies: <a href="#">Gg</a>	Standards currently require child safety policies, and the template provided (appendix k) is lacking in detail. A new document/template with requirements and/or the provision of a strong example will be provided at a later date.
<b>Standard PES4 (MS)</b>	Replaces O. Matching and Match Monitoring: <a href="#">O8</a>	No major changes.
<b>Standard PSE5 (MS)</b>	Replaces <a href="#">P. Overnight Visits</a>	Agencies may no longer approve of overnight visits.
<b>Standard ITC1 (MS)</b>	Replaces <a href="#">J. Eligibility Criteria</a>	Added content related to referrals.
<b>Standard ITC2 (MS)</b>	Replaces L. Child Intake and Parent Application Process: L2 <a href="#">a)</a> , <a href="#">b)</a> , <a href="#">g)</a> [Removed standard <a href="#">L1</a> as covered in <a href="#">L2 a)</a> ].	Added details regarding required documentation prior to matches beginning.
<b>Standard ITC3 (MS)</b>	Replaces L. Child Intake and Parent Application Process: <a href="#">L2 c)</a>	Added clarifying details related to format of interview.
<b>Standard ITC4 (MS)</b>	Replaces L. Child Intake and Parent Application Process: <a href="#">L2 d)</a>	Added requirements related to forms and timing of the assessment.
<b>Standard ITC5 (SFE)</b>	<b>New Standard</b>	New Standard added to reflect work of Project Ignite and potential future expectations.



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<b>Standard ITC6 (MS)</b>	Replaces I. Documentation: <a href="#">I1, I4</a>	Added content related to retention schedule and requirements for group programming documentation.
<b>Standard ITC7 (MS)</b>	Replaces L. Child Intake and Parent Application Process: <a href="#">L2 f)</a>	Added requirement related to applicants on waitlists.
<b>Standard ITC8 (SFE)</b>	<b>New Standard</b>	New (non-mandatory) standard added for agencies to monitor program waitlists and utilizing this information in their operational planning.
<b>Standard ITV1 (MS)</b>	Replaces J. Eligibility Criteria: <a href="#">J2</a> , G. Policies: <a href="#">G1 e), m)</a>	Added details on agency's eligibility criteria for volunteers.
<b>Standard ITV2 (MS)</b>	Replaces <a href="#">L. Child Intake and Parent Application Process</a> ; Replaces M. Mentor Volunteer Enrollment Process: <a href="#">M1, M2 l)</a>	Changed requirement so that requesting agency must pay for retrieval.
<b>Standard ITV3 (MS)</b>	Replaces M. Mentor Volunteer Enrollment Process: <a href="#">M2 a)-d), i)-k)</a>	Added clarifying details regarding agencies obtaining at least three references for any mentor applicant; Added new standard, 'Agency practices are consistent with policies and procedures'. Added code of conduct.
<b>Standard ITV 4 (MS)</b>	Replaces M. Mentor Volunteer Enrollment Process: <a href="#">M2 a)-d), i)-k)</a>	Added requirement for elements of an in-person interview conducted with each volunteer applicant prior to matching or participating in programs.
<b>Standard ITV5 (MS)</b>	Replaces M. Mentor Volunteer Enrollment Process: <a href="#">M2 a)-d), i)-k)</a>	Added waitlist requirement; A rejection letter template which reflects neutral language recommended by agencies will be provided at a later date.
<b>Standard ITV6 (MS)</b>	Replaces <a href="#">R. Re-Matching</a>	Streamlined to eliminate confusion and reflect reality of local agencies.
<b>Standard TR1 (MS)</b>	<a href="#">Replaces N. Pre-match Training Program</a>	Added some clarifying content related to key messages and tracking completion of training.



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<b>Standard TR2 (MS)</b>	<a href="#">Replaces N. Pre-match Training Program</a>	Added details on providing pre match training to all parents/guardians of youth in community-based matches.
<b>Standard TR3 (MS)</b>	<a href="#">Replaces N. Pre-match Training Program</a>	Added details on providing pre match training to all volunteer mentors.
<b>Standard TR4 (SFE)</b>	<b>New Standard</b>	New standard to reflect Project Ignite.
<b>Standard TR5 (SFE)</b>	<b>New Standard</b>	New standard for agencies to offer training to volunteers that respond to identified new and emerging needs.
<b>Standard SUP1 (MS)</b>	Replaces O. Matching and Match Monitoring: <a href="#">O1</a>	Added details to clarify importance and reason for standard.
<b>Standard SUP2 (MS)</b>	Replaces O. Matching and Match Monitoring: <a href="#">O2</a>	Added details on the format and participants for the match introductory meeting.
<b>Standard SUP 3 (MS)</b>	Replaces O. Matching and Match Monitoring: <a href="#">O4, O5, O6, O7, O10, O11</a>	Combined all standards. Requirements will be reflected in comprehensive appendices. No major changes to monitoring schedules and appendices. Small adjustment to reflect flexibility in monitoring schedule for ISM and Group programming that may be condensed or shorter than 8 weeks.
<b>Standard SUP 4 (MS)</b>	Replaces I. Documentation: <a href="#">I2, I3</a>	Added details on case noting, case notes and agency practices.
<b>Standard CL1 (MS)</b>	Replaces Q. Match Closure: <a href="#">Q1 a), b), d), g)</a>	Match participants are provided with an opportunity to participate in activities and processes that celebrate the accomplishments of the relationship and provide a healthy closure to the match.
<b>Standard CL2 (MS)</b>	Replaces Q. Match Closure: <a href="#">Q1 c), e), h)</a>	Added file audit and SDP requirements.
<b>Standard CL3 (SFE)</b>	<b>New Standard</b>	New (non-mandatory) standard added to ensure structures and procedures are in place to reduce any adverse effects from the match closure for the child and to strengthen the positive impacts of the relationship.



## Version History National Standards (2024)

### Standards Not Carried Forward from 2019 Standards

<b>2019 Standard</b>	<b>Reason Not Carried Forward</b>
<b>Standard G 1 f)</b>	Will be covered in conflict of interest, code of ethics and eligibility criteria policies.
<b>Standard G 1 i)</b>	Will be covered in volunteer required documentation.
<b>Standard G 1 k)</b>	Will be covered in the intro meeting and child safety policies. Cannot expect agencies to provide 24 hour on call service.
<b>Standard K</b>	Covered in introductory meeting standard.
<b>Standard L1</b>	Covered in L2.
<b>Standard L 2e)</b>	Covered in Pre-Match Training Requirements.
<b>Standard M 2g)</b>	Covered Pre-match Training Requirements.
<b>Standard M3</b>	Confusing and should be reviewed on case-by-case basis.
<b>Standard O 3</b>	Covered in volunteer file requirements.
<b>Standard P</b>	No longer approved.
<b>Standards Q 1 f)</b>	Covered in match suspension procedures.