

9.4 Child Safe Policy

1. Policy Statement

This policy demonstrates the strong commitment of Youth Off The Streets (YOTS) to children and young persons' safety and establishing and maintaining child safe and child friendly environments. All children and young people who come to YOTS have a right to feel and be safe. The welfare of children and young people in our care will always be our first priority. We aim to create a child safe, child friendly environment and organisational culture where all children and young people are valued and feel safe.

This means we must provide culturally appropriate services to our young people that considers their unique needs. Where we are unable to meet their needs directly we will endeavour to link them with appropriate community support services.

YOTS supports the United Nations Convention on the Rights of the Child recognising that children have the right to special protection because of their vulnerability to exploitation and abuse.

YOTS recognises that every child and young person has the right to be treated with respect and protected from harm. YOTS has a zero - tolerance approach to discrimination and child abuse. YOTS is committed to provide a culturally safe and inclusive organisational environment that respects and protects;

- Aboriginal and Torres Strait Islander people's sense of self and identity
- People from culturally and/or linguistically diverse backgrounds
- People with disabilities and
- Lesbian, gay, bisexual, transgender, queer and intersex young people.

Evidence suggests that children and young people from these specific backgrounds can face a higher risk of harm and abuse. Adherence to this policy ensures YOTS complies with Child Safe Standards and all obligations under Child Protection laws in the states and territories of Australia where YOTS provides services.

2. Scope

This policy, from the date of endorsement, applies to all people involved in the organisation, including:

- Workers (including employees, board directors, volunteers, contractors & sub-contractors);
- work experience students;
- indirect service providers; and
- any other individual involved in this organisation.

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YOTS Child Safe Policy applies to all YOTS activities that involve, result in or relate to contact with children and young people. Failure to adhere to YOTS Child Safe Policy may result in disciplinary action up to and including dismissal.

3. Definitions

Child

The legislative definition of a “child” varies across Australian States.

NSW

- A child is any person under the age of 16 years and a Young Person is a person who is aged 16 years or above but under the age of 18 years. (The Children’s and Young Persons (Care and Protection) Act 1998).
- A child is a person under 18 years of age (Ombudsman Act 1974; Child **Protection (Working With Children Act 2012)**).
- A child is any person under 12 years of age and a young person is between the ages of 12 years and 25 years (Advocate for Children and Young People Act 2014).

Victoria

- A child is any person under 17 years of age (Children, Youth and Families Act 2005 Vic)
- A child is any person under 18 years of age (Child Wellbeing and Safety Act 2005 Vic).

Queensland

- A child is any person under 18 years of age (Child Protection Act Qld)
- A child is any person under 18 years of age (Education General Provisions Act 2006 Qld).

This policy covers all “children” and “young people” defined in the above legislation.

If we observe unsafe practices or a child or young person (irrespective of age) discloses they have been harmed or feel unsafe we support the child or young person, discuss the matter with our supervisor and take appropriate action.

Child Safe Organisations

- Create conditions that reduce the likelihood of harm to children
- Create conditions that increase the likelihood of identifying and reporting harm
- Respond appropriately to disclosures, allegations or suspicions of harm.

YOTS is committed to the National Principles for Child Safe Organisations as endorsed by the Council of Australian Governments (COAG) (**see Table C**).

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In NSW, the Office of Children's Guardian (OCG) supports organisations to voluntarily adopt the "Principles for Child-Safe Organisations". In Victoria the Child Safe Standards are **compulsory** minimum standards that services in Victoria must comply with. In Queensland services **must** have in place a Child and Youth Risk Management Strategy. (see **Table C**).

YOTS requires all staff, volunteers and Board members to promote and adhere to the Child Safe organisational requirements pertaining nationally and to each State, we work in. This builds an organisational culture that prioritises the well-being and safety of children and young people above all else.

Mandatory Reporting

Mandatory Reporting is the **legal** obligation to report cases where it is suspected that a child or young person is at risk of harm and requires protection. The professions required to mandatory report and the threshold for mandatory reporting varies from State to State. (see **Attachment Table A: Mandatory Reporting Requirements Across Australia July 2018**).

In NSW, all Workers who work with children are Mandatory Reporters. The threshold for reporting is where a child or young person is at risk of significant harm (ROSH)¹. It is YOTS practice for Workers to discuss concerns about a child or young person's well - being with their manager. All Mandatory Reporters must follow the YOTS Mandatory Reporting Procedures.

YOTS recognises that, consistent with its mission, protection of the well-being of children and young people is a major focus of risk management activities. Where YOTS Workers are Mandatory Reporters they have a statutory obligation to report child protection concerns to the applicable state jurisdiction authority in which YOTS operates. Mandatory Reports about young people associated with our services and programs, are also incidents under the YOTS Risk Management Policy and are reported on Protecht.

Reportable Conduct and Staff Misconduct

Reportable Conduct Schemes operate in NSW, Victoria and ACT. YOTS by law is not required to adhere to the Victorian Reportable Conduct Scheme. YOTS Workers are required to adhere to the YOTS Reportable Conduct Procedures. These procedures are based on the Reportable Conduct Scheme operating in NSW.

¹ From a regulatory perspective, there are differences in terminology and reporting obligations according to state-based child protection legislation. (See Attachment Table A)

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Reportable Conduct in NSW refers to an allegation about a Worker or a conviction of a Worker for an offence or allegation in relation to a sexual offence, sexual misconduct, ill-treatment of a child, neglect of a child, an assault against a child, an offence under section 43B or 316 A (failure to report) of the Crimes Act 1900 and behaviour that causes significant emotional or psychological harm to a child².

Any complaint or grievance involving suspected **staff misconduct** towards young people in our service will be dealt with according to YOTS Reportable Conduct Procedures. While suspected misconduct is inappropriate behaviour that is not as severe as abuse it may be an indication that abuse is occurring.

YOTS ensures investigations into an allegation relating to conduct that may jeopardise the safety of a child or young person is conducted fairly, professionally, confidentially and in accordance with natural justice at all times. YOTS ensures cultural sensitivities are considered and taken into consideration in any investigation.

All allegations of Reportable Conduct or possible Reportable Conduct, Reportable Convictions and Reportable Allegations against a YOTS Worker will be subject to an investigation by YOTS in accordance with the Children's Guardian Act 2019. Reportable Allegations, Reportable Convictions and Reportable Conduct will be notified and findings reported to the Office of the Children's Guardian (OCG) within the required timeframes.

Grooming

Grooming behaviour is a pattern of behaviour by an adult (as defined in the [NSW Crimes Act 1900](#) includes a young person over the age of 18) aimed at engaging a child/young person as a precursor to sexual activity. The grooming process may also involve manipulation of significant adults in the child's life and their environment. All Australian jurisdictions have offences in relation to grooming.³

² See Section 20 Children's Guardian Act 2019.

³ O'Leary, P, Koh, E, & Dare, A 2017, *Grooming and child sexual abuse in institutional contexts*, Royal Commission into Institutional Responses to Child Sexual Abuse, Sydney.

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The children and young people YOTS works with often have characteristics that place them at high risk of grooming by child abuse perpetrators i.e.;

- Are socially isolated
- Have mental health or behavioural difficulties
- Have low self esteem
- Have one parent who is continually absent
- Have been a victim of bullying
- Live in a situation of domestic and family violence
- Identify as non-heterosexual or transgender.

4. Responsibilities and delegations

YOTS leaders play a crucial role in creating and sustaining our child safe organisational culture. **YOTS Board** has ultimate responsibility for the detection and prevention of child abuse and is responsible for ensuring that appropriate and effective internal control systems are in place.

YOTS Chief Executive Officer (CEO or CEO delegate)

- are responsible for ensuring policies, procedures and systems are in place to enable all YOTS Workers to meet their child safety obligations
- ensure that all YOTS Workers have access to appropriate training to meet their child safety obligations
- have oversight of YOTS child safe investigation and reporting obligations.

YOTS Director Services

- acts as YOTS Child Safe Officer responsible for oversight of all complaints made by young people.

YOTS Director Organisation Capability

- is responsible for updating and reviewing YOTS Child Safe Policies and Procedures
- is responsible for risk management, compliance and quality as required by Child Safe Standards across all jurisdictions
- is responsible for implementing YOTS child safe recruitment practices and training
- conducts investigations as required by YOTS Reportable Conduct Procedures.

YOTS School Principals and Managers

- ensure that all YOTS Workers employed in our schools are aware of relevant laws, child safe policies and procedures to meet their child safety obligations in all jurisdictions
- provide support to workers in their schools undertaking their child protection responsibilities.

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- adheres to YOTS School Child Safe Procedure as outlined in the Schools Policy and Procedure Manual

YOTS Workers

- share the responsibility for the prevention and detection of child abuse
- familiarise themselves with YOTS Child Safe policies and procedures
- attend training as required
- report any suspicion that a young person's safety may be at risk to their supervisor
- provide an environment that is supportive of all young people's emotional and physical safety.

5. Prevention and Risk Management

The following principles underpin YOTS Child Safe organisational culture;

Children's and Young Persons' Participation

YOTS encourages and respects the views of children and young people. Wherever possible we involve young people in the development of our services and value the contribution they can make to ensure our services are relevant to their needs. We listen to and act upon any concerns that children, young people or their families raise with us. We teach children and young people what they can do if they feel unsafe. We value diversity. We do not tolerate bullying or discriminatory practices.

We assist children, young people and their families to understand their rights and how to access the complaints procedures available to them. All YOTS services are required to display and distribute a feedback/complaints fact sheet outlining our complaints process and our commitment to act on feedback.

YOTS conducts an annual survey of young people, families and carers. Survey results are shared with the YOTS Board, staff, young people and families/carers. Quality improvement initiatives emerging from survey results are acted on by Directors and/or Managers, as applicable.

Child Protection Obligations

YOTS fully supports the child protection regulatory regime in each State in which it operates. These regulatory obligations include:

- Mandatory Working With Children Checks (WWCC) (or its equivalent) for all YOTS Workers. Street Walk and Corporate Volunteers are exempt from this requirement when they volunteer for no more than five days in a calendar year.

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- A commitment to reporting instances of significant risk of harm to children and young people in all States in which we operate;
- Ensuring appropriate internal mechanisms are in place for reporting Reportable Conduct and Convictions in NSW to the OCG.

Codes of Conduct

- All Workers (including employees, board directors, volunteers, contractors & sub-contractors);
- work experience students;
- indirect service providers; and
- any other individual involved in this organisation

must read and acknowledge in writing that they understand and will abide by, our Company Code of Conduct and Child Safe Code of Conduct.

Voluntary Reporting

YOTS Workers who are **not** Mandatory Reporters should seek advice and report to the appropriate authority in their State any cases of child abuse and neglect they come across through their work with YOTS.

Child Safe Recruitment Practices

YOTS takes all reasonable steps to engage the most suitable and appropriate people to work with children and young people. We employ a range of screening measures and apply best practice standards in the screening and recruitment of employees and volunteers (workers). We interview and conduct referee checks on all potential workers.

All workers are required to submit to a criminal history assessment before engaging in employment. As a condition of ongoing employment all workers must submit to reassessment every 2 years and notify YOTS People and Culture (P&C) immediately if their criminal status changes.

All YOTS workers (see exemption for Corporate and Street Walk volunteers) are required to undertake a Working With Children Check (WWCC) relevant to the State they are working in (see Table B Working With Children Screening Programs). A worker with an existing WWCC that is due to expire during the course of their employment with YOTS must reapply for a new WWCC and provide the new number to YOTS P&C. YOTS workers are required to update their contact details, including any name or address changes, within three months to the Office of Children's Guardian (OCG).

Support for Workers

YOTS seeks to attract and retain the best employees and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. This is consistent with the principles of Restorative Practice. We ensure all workers who work with children and

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young people have ongoing supervision, support and training so that their capabilities continue to be developed and enhanced to promote the establishment and maintenance of a child safe environment. Strategies we have implemented include;

- the development and implementation of a comprehensive suite of policies and procedures to ensure the protection and safety of children and young people in our care.
- all new workers undergo induction and must read and sign that they understand their responsibilities under our Child Safe Policy and Child Safe Code of Conduct.
- all workers receive relevant ongoing training for their role within the organisation. This includes education of child protection and other applicable matters that affect children and young people.

All Workers and Managers who interact with children and young people are required to undertake annual mandatory online training covering YOTS;

- Child Safe Code of Conduct
- Child Safe Policy
- Mandatory Reporting Procedures and
- Reportable Conduct Procedures.

Training in developing and maintaining appropriate professional boundaries is conducted as required. Training records are maintained electronically through YOTS ELMO system with managers and staff receiving automatic notifications when refresher training is due.

YOTS Duty of Care to young people requires YOTS to enforce;

- Child safe policies and procedures
- Child safe recruitment practices
- Worker supervision and training.

YOTS takes all reasonable steps to protect young people and prevent child abuse occurring in our organisation.

Strategies to Minimise Risk

Policies and procedures to minimise the risk of harm to children and young people address matters that include (but are not limited to);

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| • Transportation | • Job Descriptions covering Child Safe responsibilities |
| • Taking images of children | • Procedure for breaches of policy |
| • Supervision of children | • Training\cyber safe guidelines |
| • Complaints procedures | • Protecting privacy and confidentiality |
| • Whistleblowing process | |
| • Physical contact | |

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- Procedures for dealing with situations where a member is being investigated for, or is charged with, a serious criminal offence.
- Ongoing recruitment probity checks

Evaluation of these strategies and the development of additional strategies to minimise and control risks to children and young people occur as part of our ongoing risk management process. This includes risk assessment of physical environments and child safety concerns.

6. Related Documents

Title and document number	Owner
Child Safe Code of Conduct	OC
Company Code of Conduct	OC
Reportable Conduct Procedure	OC
Mandatory Reporting Procedure	OC
Recruitment Policy	OC
Recruitment and Selection Guidelines	OC
Risk Management Policy	BOARD
Complaints Policy	BOARD
Complaints Procedure	BOARD
Performance – Disciplinary Guidelines	OC
YOTS Schools Child Safe Procedure	OC

7. Revision Table

Version number	Reason/description	Date
3.0	VOOHC Accreditation Child Safe Principals Schools Accreditation Introduction Children's Guardian Act 2019	March 2020
4.0	Updated to reflect YOTS organisational restructure	June 2020

TABLE A: MANDATORY REPORTING REQUIREMENTS ACROSS AUSTRALIA

State	Who is mandated to notify?	What is to be notified?	Age & Abuse types for which it is mandatory to report	Relevant sections of the Act/ Regulations	Where to report
ACT	A person who is: a doctor; a dentist; a nurse; an enrolled nurse; a midwife; a psychologist; a teacher at a school; a person authorised to inspect education programs, materials or other records used for home education of a child or young person under the Education Act 2004; a police officer; a person employed to counsel children or young people at a school; a person caring for a child at a child care centre; a person coordinating or monitoring home-based care for a family day care scheme proprietor; a public servant who, in the course of employment as a public servant, works with, or provides services personally to children and young people or families; the public advocate; an official visitor; a minister of religion, religious leader or member of the clergy of a church or religious denomination; a person who, in the course of the person's employment, has contact with or provides services to children, young people and their families and is prescribed by regulation.	A belief, on reasonable grounds, that a child or young person has experienced or is experiencing sexual abuse or non-accidental physical injury; and the belief arises from information obtained by the person during the course of, or because of, the person's work (whether paid or unpaid)	Person under the age of 18 years Physical abuse Sexual abuse	Section 356 of the <i>Children and Young People Act 2008</i> (ACT)	ACT Government Community Services Directorate http://www.communityservices.act.gov.au/ocyfs/child-and-youth-protection-services/reporting-child-abuse-and-neglect Mandated Reporters 1300 556 728 General Public 1300 556 729 After Hours Crisis Services 1300 556 729
NSW	A person who, in the course of his or her professional work or other paid employment delivers health care, welfare, education, children's services, residential services or law enforcement, wholly or partly, to children: and A person who holds a management position in an organisation, the duties of which include direct responsibility for, or direct supervision of, health care, welfare, education, children's services, residential services or law enforcement, wholly or partly, to children.	Reasonable grounds to suspect that a child is at risk of significant harm; and those grounds arise during the course of or from the person's work.	Person under the age of 16 years physical abuse , Sexual abuse, Emotional/ psychological abuse Neglect ,Exposure to family violence	Sections 23 and 27 of the <i>Children and Young Persons (Care and Protection) Act 1998</i> (NSW)	Department of Family and Community Services https://reporter.childstory.nsw.gov.au/s/ If you are a mandatory reporter, you can make non-imminent suspected risk of significant harm reports to the Child Protection Helpline either by using eReporting or by phone. All urgent reports must be made by phone to the Helpline on 132 111.

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State	Who is mandated to notify?	What is to be notified?	Age & Abuse types for which it is mandatory to report	Relevant sections of the Act/ Regulations	Where to report
NT	Any person with reasonable grounds	A belief on reasonable grounds that a child has suffered or is likely to suffer harm or exploitation	Person under the age of 18 years Physical abuse, Sexual abuse Emotional/ Psychological abuse Neglect, Exposure to physical violence.(eg child witnessing violence between parents at home)	Sections 15, 16 and 26 of the <i>Care and Protection of Children Act 2007</i> (NT)	Department of Health and Families https://territoryfamilies.nt.gov.au/ Child Abuse Hotline 1800 700 250. This hotline operates 24 hours a day, 7 days a week.
	A health practitioner or someone who performs work of a kind that is prescribed by regulation	Reasonable grounds to believe a child aged 14 or 15 years has been or is likely to be a victim of a sexual offence and the age of difference between the child and offender is greater than 2 years.	Person 14 or 15 years Sexual Abuse		
WA	Doctors, nurses and midwives, teachers or boarding supervisors and police officers.	Belief on reasonable grounds that child sexual abuse has occurred or is occurring	Person under the age of 18 years Sexual abuse	Section 124 A and 124B of the <i>Children and Community Services Act 2004</i>	Department for Child Protection and Family Support Business Hours; contact the nearest local office; Contact details can be found at www.dcp.wa.gov.au
	Court personnel, family counsellors, family consultants, family dispute resolution practitioners, arbitrators or legal practitioners independently representing the child's interests.	Reasonable grounds for suspecting abuse or ill treatment, or at risk of abuse or ill treatment or exposed or subjected to behavior that psychologically harms the child.	Physical abuse Sexual abuse Neglect	<i>Section 5, 160 of the Family Court Act 1997</i> (WA)	After Hours Only Crisis Care: 1800 199008 or 08 92231111

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State	Who is mandated to notify?	What is to be notified?	Age & Abuse types for which it is mandatory to report	Relevant sections of the Act/ Regulations	Where to report
TAS	Medical practitioners; registered or enrolled nurses; persons registered under the Health Practitioner Regulation National Law (Tas) in the midwifery, dental (dentists, dental therapist, hygienist or oral health therapist) or psychology professions; police officers; probation officers; principals and teachers in any educational institution including kindergartens; persons who provide child care or a child care service for fee or reward; persons concerned in the management of an approved education and care service, within the meaning of the Education and Care Services National Law (Tas) or a child care service licensed under the Child Care Act 2001; a member of the clergy of any church or religious denomination; a member of the Parliament of this State; any other person who is employed or engaged as an employee for, of, or in, or who is a volunteer in, a government agency that provides health, welfare, education, child care or residential services wholly or partly for children, and an organisation that receives any funding from the Crown for the provision of such services; and any other person determined by the Minister by notice in the Gazette to be prescribed persons.	A belief, suspicion, on reasonable grounds or knowledge that: a child has been or is being abused or neglected or is an affected child within the meaning of the <i>Family Violence Act 2004</i> ; or there is a reasonable likelihood of a child being killed or abused or neglected by a person with whom the child resides or while a woman is pregnant that there is reasonable likelihood that after the birth of the child the child will suffer abuse or neglect, or may be killed by a person with whom the child is likely to reside, or the child will require medical treatment or other intervention as a result of the behavior of the woman or another person with whom the woman resides or is likely to reside, before the birth of the child.	Person under the age of 18 years Physical abuse Sexual abuse Emotional/ psychological abuse Neglect Exposure to family violence	Sections 3, 4 13 and 14 of the <i>Children, Young Persons and Their Families Act 1997</i> (Tas.)	Department of Health and Human Services http://www.dhhs.tas.gov.au/children/child_protection_services Child Safety Services, call 1300 737 639 at any time.

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State	Who is mandated to notify?	What is to be notified?	Age & Abuse types for which it is mandatory to report	Relevant sections of the Act/ Regulations	Where to report
VIC	Registered medical practitioners, nurses, midwives, a person registered as a teacher or an early childhood teacher under the Education and Training Reform Act 2006 or teachers granted permission to teach under that Act; principals of government or non-government schools within the meaning of the Education and Training Reform Act 2006; police officers, a person in religious ministry, out-of-home care workers (excluding voluntary foster and kinship carers), early childhood workers, youth justice workers and registered psychologists.	<p>Belief on reasonable grounds that a child is in need of protection on a ground referred to in Section 162(c) or 162(d),</p> <p>A reasonable belief that a sexual offence has been committed in Victoria against a child under 16 yrs by a person over 18 yrs must disclosed to a police officer.</p>	<p>Person under the age of 18 years</p> <p>Physical abuse</p> <p>Sexual abuse</p> <p>Sexual Offence</p>	<p>Sections 182(1) a–e, 184 and 162 c–d of the <i>Children, Youth and Families Act 2005</i></p> <p>Section 327 of the Crimes Act 1958</p>	<p>Department of Human Services Monday – Friday 9.00 am - 5.00 pm Contact details of the office can be found here; http://www.dhs.vic.gov.au/for-individuals/children,-families-and-young-people/child-protection/child-protection-contacts After Hours Ph.: 13 12 78 (5.00pm - 9.00 am Monday - Friday, 24 hours on weekends and public holidays).</p>
SA	Medical Practitioners, pharmacist, nurses, dentists, psychologists, police officers, corrections officers, social workers, minister of religion, volunteers and employees of religious organisations teachers, child care workers, employee/volunteers /managers working with children and supervising services in health, welfare, education, sporting or recreational services and residential services.	Reasonable grounds that a child has been or is being abused or neglected; and the suspicion is formed in the course of the person's work (whether paid or voluntary) or carrying out official duties	<p>Person under the age of 18 years</p> <p>Physical abuse</p> <p>Sexual abuse</p> <p>Emotional/ psychological abuse</p> <p>Neglect</p>	Sections 6, 10 and 11 of the <i>Children's Protection Act 1993</i> (SA)	<p>The Department for Child Protection https://www.childprotection.sa.gov.au/</p> <p>Child Abuse Report Line (CARL) on 131 478.</p>

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State	Who is mandated to notify?	What is to be notified?	Age & Abuse types for which it is mandatory to report	Relevant sections of the Act/ Regulations	Where to report
QLD	An authorized officer, a public service employee employed in the department, a person employed in a departmental care service or licensed care service.	Awareness or reasonable suspicion that a child in care (departmental care service or licensee) has suffered is suffering or is at unacceptable risk of suffering significant harm caused by physical or sexual abuse	Person under the age of 18 years Physical abuse Sexual abuse	Part 1AA Section 13F of the Child Protection Act 1999 (QLD)	Department of Communities, Child Safety and Disability Services https://www.communities.qld.gov.au/childsafety/protecting-children/reporting-child-abuse Child Safety Services: 1800 811 810 (during normal business hours). 1800 177 135 or 07 3235 9999 (operates 24 hours a day, 7 days a week).
	Relevant persons: doctors, registered nurses, teachers, police officer (under direction of Commissioner) person engaged to perform a child advocate function (under legislation) an early childhood education and care professional.	Has a reasonable suspicion that a child has suffered is suffering or is at an unacceptable risk of suffering significant harm caused by physical or sexual abuse and may not have a parent able or willing to protect the child from the harm.	Physical abuse Sexual abuse	Part 1AA Section 13e of the Child Protection Act 1999 (QLD))	
	Staff members at a school	Reasonably suspect, in the course of their employment at the school that a student has been or is likely to be sexually abused by another person	Student under 18 years Includes pre-prep, distance education and students with a disability engaged in special education at the school. Sexual abuse	Sect., 366 Education (General Provisions) Act 2006 (QLD)	Must report to the School Principal in writing School Principal must report to the Police

TABLE B: WORKING WITH CHILDREN SCREENING PROGRAMS

Jurisdiction	Act	Type of program	Valid for
NSW	<i>Child Protection (Working With Children) Act 2012 (NSW)</i>	Individuals are responsible for their own application for certification. Employers operating within a child-related industry are required to register online with the NSW Office of the Children's Guardian and are required to subsequently conduct online verification of new paid employees' clearance. Existing paid workers and all volunteers (new and current) also need to have their clearance validated online.	5 years
QLD	<i>Working with Children (Risk Management and Screening) Act 2000 (Qld)</i>	Individuals are required to apply for a WWCC, known as a 'Blue Card' in Queensland. Blue Cards allow individuals to engage in child-related occupations/volunteering. Organisations providing child-related services must also have policies and procedures in place to identify and minimise the risk of harm to children. These policies and procedures are monitored by the Public Safety Business Agency.	3 years
Vic.	<i>Working With Children Act 2005(Vic.)</i>	Individuals are required to apply for a WWCC. The check allows individuals to engage in child-related occupations/volunteering and practical training.	5 years

Note: WWCCs are not transferable between states and territories. [Exemptions for visitors](#): In 2012, state and territory governments agreed on a standard exemption that allows people to work interstate for a brief period of time; namely, up to 30 days in a 12-month period, without obtaining a WWCC in the new location (Commonwealth Government, 2015).

TABLE C: CHILD SAFE STANDARDS BY JURISDICTION

Jurisdiction	Act	Child Safe Organisational Requirements	Oversight Body
NSW	N/A	<p><u>Principles for Child – Safe Organisations</u></p> <ol style="list-style-type: none"> 1. Child safety is embedded in institutional leadership, governance and culture 2. Children participate in decisions affecting them and are taken seriously 3. Families and communities are informed and involved 4. Equity is promoted and diversity respected 5. People working with children are suitable and supported 6. Processes to respond to complaints of child sexual abuse are child focused 7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training 8. Physical and online environments minimise the opportunity for abuse to occur 9. Implementation of Child Safe Standards is continuously reviewed and improved 10. Policies and procedures document how the institution is child safe. 	<p>Office of the</p> <p>Children’s Guardian</p>

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Jurisdiction	Act	Child Safe Organisational Requirements	Oversight Body
QLD	(Chapter 8, Part 3, <i>Working with Children (Risk Management and Screening) Act 2000</i> (Qld)).	<p><u>Child and Youth Risk Management Strategy.</u></p> <ul style="list-style-type: none"> • A statement of commitment • A code of conduct • Policies for recruiting, selecting, training and managing employees (including volunteers) • Procedures for handling disclosures and suspicions of harm • A plan for managing breaches of your child and youth risk management strategy • Policies and procedures for compliance with the blue card system • A risk management plan for high risk activities and special events • Strategies for communication and support 	Blue Card Services
Vic.	Child Wellbeing and Safety Amendment (Oversight and Enforcement of Child Safe Standards) Bill 2016	<p><u>Child Safe Standards</u></p> <p>Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements</p> <p>Standard 2: A child safe policy or statement of commitment to child safety</p> <p>Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children</p> <p>Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel</p> <p>Standard 5: Processes for responding to and reporting suspected child abuse</p> <p>Standard 6: Strategies to identify and reduce or remove risks of child abuse</p> <p>Standard 7: Strategies to promote the participation and empowerment of children.</p>	Commission for Children and Young People

TABLE C: CHILD SAFE STANDARDS BY JURISDICTION

Jurisdiction	Act	Child Safe Organisational Requirements	Oversight Body
Australia	N/A	<p><u>National Principles for Child Safe Organisations</u></p> <ol style="list-style-type: none"> 1. Child safety and wellbeing is embedded in organisational leadership, governance and culture. 2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously. 3. Families and communities are informed and involved in promoting child safety and wellbeing. 4. Equity is upheld and diverse needs respected in policy and practice. 5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice. 6. Processes to respond to complaints and concerns are child focused. 7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training. 8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed. 9. Implementation of the national child safe principles is regularly reviewed and improved. 10. Policies and procedures document how the organisation is safe for children and young people. 	<u>National Office for Child Safety</u>