



Reporting Child Abuse Policy

Overview

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Purpose

This policy defines the organisational and legislative requirements for the reporting of incidents and/or allegations of sexual and/or physical abuse and/or neglect and/or emotional abuse of children and young people (herein referred to as ‘child’ or children’) to statutory authorities and within The Salvation Army (TSA) Australia Southern Territory (AUS).

This policy and the related procedure:

- Align with legislative reporting requirements across the different TSA Australia Southern Territory (AUS) state and territory jurisdictions.
- Describe the reporting processes for all workers of TSA including those workers mandated to report under state/territory based mandatory reporting legislation and/or other legislative and/or statutory reporting requirements.

Scope

This policy applies to all workers (as defined in the Definition section of this document).

The Salvation Army expects all workers to be fully aware and knowledgeable of this policy and related procedures, whether or not they work with children.

Effective date

20 July 2017

Executive Summary

Executive Summary

If a worker holds a reasonable concern for the immediate safety and wellbeing of a child or young person, they must:

- **Ensure safety - remove/reduce risk:** Under direction of the line manager and/or senior TSA representative, remove and/or reduce the risk of harm to the child and/or other children, **and**
- **Inform/advise and/or consult:** Inform/advise and/or consult with the line manager or other senior TSA representative or the Territorial Professional Standards Unit (TPSU), **and**
- **Report:**
 - If the matter relates to possible criminal action (e.g. sexual and/or physical abuse, including allegations of grooming) report the matter to the police, **or**
 - Where there is a reasonable belief that a child is at risk of harm and is in need of protection, report the risk to the relevant state/territory based child protection authority, **and**
- **Document:** Document the concern/allegation, consultation process and reporting details.

In addition to legislative and/or statutory reporting requirements:

- The line manager or other senior TSA representative must notify their commander and the Territorial Professional Standards Unit (TPSU) of the incident.
- TPSU is the central point of contact for all notifications of incidents/allegations of child abuse and worker misconduct committed against, with or in the presence of a child;
 - The commander, or the line manager or other senior TSA representative as directed, must notify TPSU of all incidents, allegations and/or disclosures of sexual and/or physical abuse against a child or young person, and/or worker misconduct committed against, with or in the presence of a child, whether they are recent or historical.
 - Notifications of incidents to TPSU must be in writing and made by the most senior officer, service or business unit manager and should include details of reports to police and other external authorities.
- In circumstances where there is lack of clarity or uncertainty about whether an incident must be reported to the police, the worker will consult their direct line manager, other senior TSA representative or contact the TPSU for advice.

All matters referred to in this policy must be reported as directed immediately, or at the earliest opportunity, but **no later than 48 hours** following the incident, allegation and/or disclosure being known.

Legislative frameworks

Nothing in this policy shall remove or diminish individual and/or organisational responsibilities as stipulated in state, territory and/or federal legislation and/or funding requirements.

The Salvation Army will comply with state, territory and/or federal legislative and/or funding body reporting requirements.

Support

For support with issues arising from this policy and any related concerns, including allegations of abuse, workers will contact their relevant line manager or the Territorial Professional Standards Unit below.

Territorial Professional Standards Unit

Phone: 03 8878 4500

Email: professionalstandards@aus.salvationarmy.org

Definitions

Definitions

The following definitions are for key terms used within this policy and related procedures and attachments.

Term	Definition																		
Australia Southern Territory	The Salvation Army Australia Southern Territory (AUS) includes Victoria, Tasmania, South Australia, Northern Territory and Western Australia.																		
Child Abuse	Child abuse is all forms of physical abuse, emotional abuse, sexual abuse and exploitation, neglect or negligent treatment, commercial (e.g. for financial gains) or other exploitation of a child, and includes any actions that result in actual or potential harm and/injury to a child. Child abuse can be a single incident, but usually takes place over time.																		
Child, children, young people	<p>Referred to as 'child' or 'children'.</p> <p>For the purposes of this policy, a child or young person refers to any individual under 18 years of age, as per state and territory child protection legislation.</p> <p>Please note: Under Mandatory Reporting Legislation the following definitions apply:</p> <table border="1"> <thead> <tr> <th>Jurisdiction</th> <th>Age under which provisions apply</th> </tr> </thead> <tbody> <tr> <td>NT</td> <td>Children under age 18</td> </tr> <tr> <td>SA</td> <td>Children under age 18</td> </tr> <tr> <td>TAS</td> <td>Children under age 18</td> </tr> <tr> <td>VIC</td> <td>Children under age 17</td> </tr> <tr> <td>WA</td> <td>Children under age 18</td> </tr> <tr> <td>ACT</td> <td>Children under age 18</td> </tr> <tr> <td>NSW</td> <td>Children under age 16</td> </tr> <tr> <td>QLD</td> <td>Children under age 18</td> </tr> </tbody> </table>	Jurisdiction	Age under which provisions apply	NT	Children under age 18	SA	Children under age 18	TAS	Children under age 18	VIC	Children under age 17	WA	Children under age 18	ACT	Children under age 18	NSW	Children under age 16	QLD	Children under age 18
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Command	Those areas of management where a worker has overall responsibility and authority, such as a Division, Social Command, HQ Department or business entity.																		
Commander	Divisional Commander, Regional Officer, State Social Commander, Cabinet Secretary, Head of Department or Chief Executive Officer/ Managing Director of a TSA business entity.																		
Complainant	The person who makes an allegation of abuse.																		
Emotional Abuse	Emotional abuse occurs when a child's parent, caregiver or another person repeatedly rejects the child or uses threats to frighten the child. This may involve name calling, put downs or continual coldness from the parent or caregiver, to the extent that it significantly damages the child's physical, social, intellectual or emotional development.																		

<p>Grooming</p>	<p>'Grooming' refers to actions deliberately undertaken with the aim of engaging and influencing a child, staff and/or volunteers of the organisation, or in some circumstances members of the child's family, for the purpose of sexual activity with a child.</p> <p>Grooming actions are designed to establish an emotional connection to lower the child's inhibitions. Inhibitions are lowered via the development of a relationship with the child, and increased opportunity to see the child. In this respect grooming involves psychological manipulation that is usually very subtle, drawn out, calculated, controlling and premeditated.</p> <p>Grooming may occur in a diverse range of institutional and other settings, and in incremental stages. Typically, grooming involves a chronology: accessing the victim, initiating and maintaining the abuse, and concealing the abuse.</p> <p>Grooming is defined as:</p> <ul style="list-style-type: none"> • Predatory conduct undertaken to prepare a child for sexual activity at a later time, • A pattern of conduct that is consistent with preparing the alleged complainant for sexual activity and that there is no other reasonable explanation for it. • Communication by an individual, by word or conduct, with a child or with a person who has care, supervision or authority for the child with the intention of facilitating the child's involvement in sexual conduct, either with the groomer or another adult. <p>Grooming does not necessarily involve any sexual activity – for example, it may only involve establishing a relationship with the child, parent or carer for the purpose of facilitating sexual activity at a later time.</p> <p>Grooming behaviour can also be targeted towards the parent, carer or other person who has a supervisory role towards the child with the intention of garnering the carer's trust to facilitate access to the child.</p> <p>Grooming behaviours may include, but are not limited to:</p> <ul style="list-style-type: none"> • Persuading a child or group of children that they have a 'special relationship', for example by: <ul style="list-style-type: none"> ○ Spending inappropriate special time with a child; ○ Inappropriately giving gifts; ○ Inappropriately showing special favours to one child but not to other children. ○ Asking the child to keep the relationship to themselves.
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	<ul style="list-style-type: none"> • Inappropriately allowing the child to overstep the rules. • Testing boundaries, for example by: <ul style="list-style-type: none"> ○ Undressing in front of a child; ○ Encouraging inappropriate physical contact (even where it is not overtly sexual); ○ Talking about sex; ○ ‘Accidental’ intimate touching; ○ Exposing a child to pornographic material. • Inappropriately extending a relationship outside of work (noting that relationships out of work can often be appropriate, for example where there is an existing friendship with the child’s family or as part of normal social interactions in the community). • Inappropriate personal communication (including emails, telephone calls, text messaging, social media and web forums) that explores sexual feelings or intimate personal feelings with a child. • An adult requesting that a child keep any aspect of their relationship secret, or using tactics to keep any aspect of the relationship secret. <p>Source: Royal Commission into Institutional Responses to Child Sexual Abuse (March, 2016) <i>Consultation Paper: Best practice principles in responding to complaints of child sexual abuse in institutional contexts</i>. Sourced from: http://childabuseroyalcommission.gov.au/policy-and-research/our-policy-work/making-institutions-child-safe/complaint-handling-and-responding-to-allegations 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. Sourced from http://www.childabuseroyalcommission.gov.au/getattachment/14cd286a-ce6b-460a-bd31-b1d73c9f887c/Grooming-and-child-sexual-abuse-in-institutional-c Betrayal of Trust: <i>Factsheet. The new ‘grooming offence’</i> sourced from: http://assets.justice.vic.gov.au/justice/resources/df7994c3-9238-4de5-9ff1-a5c0cf79a7fa/grooming.pdf</p>
Mandatory Reporting	<p>Mandatory reporting is a term used to describe the legislative requirements imposed on selected classes of people or professional groups to report suspected cases of child abuse or neglect to government child protection authorities.</p> <p>All state and territory governments have enacted mandatory reporting legislation, but the laws are not uniform across jurisdictions.</p>
Mandated reporter	<p>The individual of a selected classes of people or nominated professional group who is required to report abuse under mandatory reporting legislation</p>

<p>Misconduct, including sexual misconduct</p>	<p>With reference to the Victorian Reportable Conduct Scheme, the definition of misconduct, including sexual misconduct, is intended to capture conduct that falls below the criminal threshold but still <u>poses a significant risk</u> to children.</p> <p>Misconduct includes inappropriate physical contact with a child or other conduct that crosses professional boundaries concerning children.</p> <p>Sexual misconduct includes behaviour, physical contact or speech or other communication of a sexual nature, inappropriate touching, grooming behaviour and voyeurism.</p>
<p>Neglect</p>	<p>Neglect describes the failure to provide the child with the basic necessities of life such as food, clothing, shelter, medical attention or supervision, to the extent that the child's health and development is, or is likely to be, significantly harmed.</p>
<p>Persons alleged</p>	<p>A person alleged to have committed a criminal offence, including individuals against whom an allegation of a sex offence is made.</p>
<p>Physical Abuse</p>	<p>Physical abuse occurs when a child suffers or is likely to suffer significant harm from an injury inflicted by a child's parent, caregiver or another person. The injury may be inflicted intentionally or may be the inadvertent consequence of physical punishment or physically aggressive treatment of a child. The injury may take the form of bruises, cuts, burns or fractures.</p>
<p>Reasonable belief</p>	<p>A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds. A 'reasonable belief' is not the same as having proof.</p> <p>A reasonable belief is formed if a reasonable person believes that:</p> <ul style="list-style-type: none"> • The child is in need of protection; • The child has suffered or is likely to suffer significant harm; • A caregiver is unable or unwilling to protect the child. <p>A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere speculation or rumour.</p> <p>For example, a 'reasonable belief' might be formed when:</p> <ul style="list-style-type: none"> • A child states that they have been abused; • A child states that they know someone who has been abused (sometimes the child may be talking about themselves);

	<ul style="list-style-type: none"> • Someone who knows a child states that the child has been abused; • Observations of the child’s behaviour, including changes in behaviour, physical injuries or symptoms consistent with abuse, or observations of the child’s development leads you to form a belief that the child has been sexually abused; • In the case of grooming, an observation of a pattern of conduct of an adult towards a child (or a child’s parents/guardians) with the purpose of gaining access to the child either for themselves or another person. <p>Source: http://assets.justice.vic.gov.au/justice/resources/ea484f74-feb7-400e-ad68-9bd0be8e2a40/failure+to+disclose.pdf</p>
<p>Reportable Conduct/ Reportable Conduct Scheme</p>	<p>A legislative Reportable Conduct Scheme (currently in Victoria and NSW) requires the centralised reporting of abuse allegations, including misconduct involving a child, to an identified state/territory authority, that will provide oversight of investigations and processes, by organisations with a high degree of responsibility for children.</p> <p><u>Reportable conduct schemes will not interfere with reporting obligations to police or with police investigations.</u></p> <p>In Victoria, the Reportable Conduct Scheme is administered by the Commission for Children and Young People (CCYP).</p>
<p>Reportable Conduct</p>	<p>‘Reportable Conduct’ refers to and includes:</p> <ul style="list-style-type: none"> • Sexual offence (as defined in state/territory Criminal Codes) committed against, with or in the presence of a child, whether or not a criminal proceeding in relation to the offence has been commenced or concluded; • Physical violence committed against, with or in the presence of a child; • Sexual misconduct committed against, with or in the presence of a child; • Any behaviour that causes significant emotional or psychological harm to a child; • Significant neglect of a child.
<p>Sexual abuse</p>	<p>The World Health Organization (WHO) defines child sexual abuse as:</p> <p>‘the involvement of a child in sexual activity that he or she does not fully comprehend, is unable to give informed consent to ... or that violate the laws or social taboos of society. Child sexual abuse is evidenced by this activity between a child and an adult or another child who by age or development is in a relationship of responsibility, trust or power, the</p>

	<p>activity being intended to gratify or satisfy the needs of the other person.’ (WHO, 1999, p. 15)</p> <p>Sexually abusive behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism and exposing the child to or involving the child in pornography.</p> <p>Source: World Health Organisation (1999) <i>Report of the consultation on child abuse prevention</i>. Geneva: WHO</p>
Sexual exploitation - child	<p>Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.</p> <p>From: Dept. for Education UK Child sexual exploitation. Definition and a guide for practitioners. (Feb 2017) Sourced from: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/591903/CSE_Guidance_Core_Document_13.02.2017.pdf</p>
Significant	<p>In relation to emotion or psychological harm or neglect, means that the harm or neglect is more than trivial or insignificant, but need not be as high as serious and need not have a lasting permanent effect.</p>
SP3 and SMO	<p>The Salvation Army Australia Southern Territory’s mandated safety management system (Child Safe SP3 – <i>Safe People, Safe Programs, Safe Places</i>) for all ministry based activities/programs, and for any other TSA activities/programs that do not have a mandated safety management system or do not have government mandated or reporting processes.</p> <p>SP3 is a safety management system consisting of standards, processes, roles, documentation and training for organisations conducting programs/activities/events for participants of all ages, but especially children.</p> <p>Safety Management Online (SMO) is an online tool which supports the training and integrity checking of SP3 personnel, activity risk assessment and incident reporting. The SMO portal is a resource tool for all personnel engaged with SP3.</p>

<p>Territorial Professional Standards Unit (TPSU)</p>	<p>TSA Australia Southern Territory department responsible for managing, administering and advising on policies and procedures relevant to ethical standards, abuse (sexual and physical), bullying and harassment involving TSA Officers, members, employees or volunteers.</p> <p>TPSU provides the central point of contact and oversight for this and other relevant TSA policies, and is the central repository for all information and management plans related to proven/alleged sex offenders.</p> <p>TPSU actively collaborates with and assists commands to respond to and manage disclosures of abuse.</p>
<p>Volunteer</p>	<p>Any person who contributes time, service and skills to assist in accomplishing the organisation’s mission without expectation of financial gain from TSA. This includes people who engage in service for spiritual, personal, humanitarian, educational, and/or charitable reasons.</p> <p>This includes, but is not limited to:</p> <ul style="list-style-type: none"> • Soldiers and corps members, • Committee/advisory board members, • Community based/diversion orders, • Ongoing volunteers, • Student placements, • Work-for-the-dole participants, and • Corporate volunteers. <p>Note: In the context of this policy, volunteers are included in the generic term ‘workers’.</p>
<p>Workers</p>	<p>Within the context of this policy, ‘workers’ is a generic term used to refer to any individual working for or under the banner of TSA in any command site, including but not restricted to officers, retired officers, candidates, cadets, soldiers, adherents, employees, contractor or sub-contractor, employee of a contractor or sub-contractor, employee of a labour hire company, a volunteer, trainee or student on placement.</p>

Best Practice Principles and Commitment

Commitment

The Salvation Army is a child safe organisation and is committed to providing a safe worship and program environment for all children and young people, regardless of their culture, ability, gender, language, racial origin, religious belief and/or sexual identity.

The safety and well-being of children and young people is of significant importance to TSA, and it will not tolerate any form of child abuse within any of its operations or by any person working under or in the name of The Salvation Army.

The responsibility for the care and protection of children is the responsibility of all workers engaged by TSA, whether or not they work directly with children.

The Salvation Army understands that:

- All children have a right to be safe and protected from abuse.
- Child sexual and physical abuse is a criminal act.
- Child abuse can have long term negative impacts on victims.
- Child abuse will not stop unless adults take effective action on behalf of the child and report their concerns to the appropriate authorities.

The Salvation Army takes all allegations and/or disclosures of abuse seriously, whether they are recent or historical, and will take a preventative and proactive approach to managing risks associated with child abuse in the provision of its activities.

Any TSA worker who holds a reasonable belief that abuse has or is likely to occur will report such allegations to police and other statutory authorities, as required.

The Salvation Army complies with all state and territory legislative requirements for the reporting of abuse and neglect.

Guiding Principles

The following six principles underpin TSA's practice in responding to complaints of child abuse.

1. The culture of The Salvation Army:
 - a. Supports decisions based on the best interests of the child, acknowledging the inherent vulnerability of children in their care; and
 - b. Creates an environment that enables and supports the identification and reporting of incidents and behaviours that indicate or may be a precursor to child abuse.
2. The Salvation Army's policy for reporting child abuse is child focussed and guides the organisation's response to complaints of child abuse.
3. The process of reporting allegations and/or incidents of child abuse is clear and accessible to children and adults, and emphasises responsiveness and accountability.

4. The Salvation Army supports and regularly reviews protocols for managing relationships and sharing information with other agencies.
 5. Training is provided about the reporting of child abuse processes to ensure workers involved in reporting child abuse, including line managers and senior TSA representatives, are clear on their legislative and organisational reporting requirements.
 6. An ongoing audit process is in place to ensure the regular review of policy and procedure in relation to consistency and compliance with legislative obligations, and to ensure efficacy for responding to complaints of abuse.
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Policy guidelines

Overview Reporting Requirements

All workers must adhere to the following reporting requirements:

- As soon as a worker becomes aware of or has a reasonable belief that a child is at risk of or is subject to abuse, including misconduct involving a child, they must immediately contact and alert their direct line manager or senior TSA representative.
 - **A worker does not need to be absolutely certain that abuse or neglect of a child has occurred to make a notification to authorities.**
 - The immediate safety and wellbeing of a child must be discussed and managed in consultation with the relevant line manager and/or senior TSA representative with the aim to reduce and/or remove the risk to the child and other children where relevant. Actions undertaken should not compromise the safety of a child.
 - All allegations of child abuse and/or misconduct involving a child, or where a worker becomes aware of or has a reasonable suspicion or belief that a child is at risk of or is subject to abuse, must be reported:
 - To the relevant child protection authority where there is a belief that a child is at risk of harm, and
 - To police where the allegation relates to possible criminal actions, and
 - To TPSU, c.c. relevant commander.
 - The relevant TSA Command and the TPSU must be notified of all allegations of child sexual and physical abuse.
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Government funding body requirements

Government funded programs (i.e. out of home care programs) will have specific reporting requirements and protocols with the relevant government department.

This policy and related procedure does not change/negate/override the reporting obligations of TSA to funding agencies in relation to reporting critical incidents to the relevant authority.

The Salvation Army reporting requirements outlined in this procedure are **additional to** all legislative and statutory reporting requirements.

The obligation to report to the relevant statutory authority applies regardless of:

- The type of service the child is receiving;
- Whether the offence occurred during service delivery; or
- Whether or not the child is a client of the department and/or TSA.

It is recognised that many funded organisations, particularly out of home care funded services, will be subject to the 'quality of care' frameworks (or similar) for the investigation of allegations of abuse of children. In such situations, TSA workers will comply with these frameworks, in addition to the guidelines set down in this policy.

Protection for reporters

Alleged abuse must be reported to the police and relevant statutory authorities as soon as practicable, whether or not the child has consented to the matter being reported.

Legal protection is provided to those who report abuse to authorities on the basis of a reasonable belief. A worker who makes a report with the best interests of the child in mind is protected from any legal action for defamation.

A report of suspected child abuse does not constitute a breach of professional ethics. In accordance with legislation (*Privacy Act 2000 (Cth)* and the *Health Records Act 2001 (Cth)*), the identity of the reporter will remain confidential unless:

- The reporter chooses to inform the child and/or the family of the report themselves, or
 - The reporter consents in writing to their identity as the reporter being disclosed, or
 - A court of law decides it needs this information in order to ensure the safety and wellbeing of the child, or
 - A court of law decides that it is satisfied that the interests of justice require that evidence be given.
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Limits of confidentiality

There are limits to confidentiality and privacy. The need to protect children/young people at risk may override the duty of confidentiality.

All TSA workers should advise relevant individuals (both complainants and alleged perpetrators) of the limits to confidentiality in respect to legislative requirements.

Privilege of confessional

The Salvation Army **does not** recognise the sanctity of the confessional.

TSA officers must report allegations or incidents of sexual and/or physical abuse to police, and relevant authorities as required under legislation and as per this policy.

Role of the Territorial Professional Standards Unit

TSPU must be notified by email of all allegations of sexual and/or physical abuse of children by any TSA worker, regardless of site, in addition to the above reporting requirements, and other legislative or statutory reporting requirements.

In Victoria, and in accordance with the Reportable Conduct Scheme, TSPU will, via the Office of the National Commander, be the central point of all notification and reporting requirements to the Victorian Commission for Children and Young.

TSPU has a mandate to initiate an internal investigation where indicated or as

directed by TSA leadership in response to any report and/or notification of child abuse.

TPSU is available for consultation about any issues related to this policy and the associated procedure.

Territorial Professional Standards Unit

Phone: 03 8878 4500

Email: professionalstandards@aus.salvationarmy.org

Media and Communication

All media and written, verbal and electronic (including but not limited to all emails) internal and external communications about incidences outlined in this procedure must be processed and cleared through the Territorial Secretary for Communications, or their territorial representative, prior to dissemination.

Note: this requirement does not apply to formal incident reporting requirements as indicated elsewhere in this policy.

Failure to comply

Failure by any worker to comply with any aspect of this policy may constitute serious misconduct, and/or may constitute criminal action, and:

- May result in internal disciplinary action;
- May result in termination of appointment/employment;
- May result in a report to police and/or other statutory authorities.

The Salvation Army TPSU and Secretary for Personnel will be notified of all breaches of this policy.

Internal disciplinary action will occur as per the following organisational processes:

	Disciplinary process
Officers	Officer Review Board
Employees	Managing Underperformance and Serious Misconduct Procedure
Volunteers	Performance/Conduct Management and Termination Procedure

Authority, related documents and document information

Authority to approve related document

The Secretary for Personnel has authority to approve procedure, templates, forms and guides related to this policy.

Related documents

Policy Reporting and Notification of Sexual and Physical Abuse (RNA)
RNA Attachment 1: Procedure for Reporting and Notification of Abuse
Policy Keeping Children Safe (KCS)
KCS Attachment 1: Statement of Commitment
KCS Attachment 2: Code of Conduct
KCS Attachment 3: Keeping Children Safe Standards
Policy Management of proven and/or alleged sexual offenders (MSO)
MSO Attachment 1: Procedure: Development of a Written Agreement and Statement of Understanding for the management of proven and/or alleged sex offenders.
Policy Complaints Management (CMP)

Related legislation

United Nations Convention of the Rights of the Child
Privacy Act 1988 (Cth)
Privacy Amendment (Private Sector) Act 2000 (Cth) (Privacy Act)
Health Records Act (Cth) 2001
Children's Protection Act 1993 (SA)
Child Safe Environments: Principles of Good Practice (SA Government: Version July 2012, updated 2016)
Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children (SA Government: Version July 2012, updated 2016)
Children's Protection Act 1993 (SA)
Care and Protection of Children Act 2007 (NT)
Domestic and Family Violence Act 2007 (NT)
Children, Young Persons and their Families Act 1997 (Tas)
Children, Youth and Families Act 2005 (Vic)
Child Wellbeing and Safety Amendment (Child Safe Standards) Act (Vic) 2015
Children Legislation Amendment (Reportable Conduct) Bill 2016 (Vic)
Victorian Crimes Act 1958 (Vic) Section 49B, 49C, 327
Wrongs Amendment (Organisational Child Abuse) Act 2017 (Vic)
Children and Community Services Act 2004 (WA)

Policy approval

This policy was approved by the Territorial Policy Council held on 27th June 2017 and is issued on the instruction of the Territorial Commander.

Document control

Document Theme	Governance
Document Category	Legal, risk, compliance
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Document ID	GO_LRC_POL_RCA-Reporting Child Abuse
Author's position	TPSU Coordinator
Document Controller (position)	TPSU Coordinator
Stakeholders consulted	Policy consultation and feedback request forwarded to: Territorial & Divisional Children and Youth Secretaries; Divisional Quality Leads; Social Program senior management; State Social Command Vic; Child Safe Standards Steering Group (Vic); Territorial Volunteer Resource Department; SSCV Reportable Conduct Scheme Working Group.
Sponsor (position)	Secretary for Personnel
Date of approval	27 June 2017
Approving authority	Territorial Policy Council
Access restrictions	Unrestricted - internal
Date Published	20 July 2017
Date of last review	Inaugural
Date of next review	01 July 2018
Archived antecedent documents and previous versions	Nil-Inaugural Version

Version control

Version no.	Issue date	Nature of amendment	Developed by	Approved by
V01.0	20/07/2017	Inaugural	TPSU	TPC