

## Safe Ministry Framework Appendix

### A. Definitions - Safe Ministry Framework Terminology

This set of definitions and terminology relates to words as they appear as legislated terms, or in common use, or as specifically used in the context of this Safe Ministry Framework document. Acknowledgement: Some of the definitions herein are those found in the National Anglican Code of Conduct: Faithfulness in Service denoted by ('FIS').

#### **abuse**

All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment, or commercial or other exploitation resulting in harm to health, survival, development or dignity, often in the context of a relationship of responsibility, trust or power (adapted from the World Health Organisation definition).

#### **boundaries**

socially, culturally and morally determined expectations of acceptable behaviour in human relationships. Boundaries can be spiritual, financial, physical, emotional, language, sexual and other inter-relational matters.

#### **Bullying (FIS)**

Repeated behaviour directed toward a person or persons which a reasonable person, having regard to all the circumstances, would regard as victimisation, humiliation, or undermining or threatening to the person or persons, and which creates a risk to their health and safety. Where it involves the use of information and communication technologies, it is often called cyberbullying. It can include:

- derogatory, demeaning or belittling comments or jokes about someone's appearance, lifestyle, background, or capability;
- communicating in an abusive manner;
- spreading rumours or innuendo about someone or undermining in other ways their performance or reputation;
- dismissing or minimising someone's legitimate concerns or needs;
- ignoring, or excluding someone from information or activities;
- touching someone threateningly or inappropriately;
- invading someone's personal space or interfering with their personal property;
- teasing, or making someone the brunt of pranks or practical jokes;
- displaying or distributing written or visual material that degrades or offends.

Behaviour which is not bullying includes:

- respectfully disagreeing with or criticising someone's beliefs or opinions;
  - setting reasonable performance goals, standards or deadlines;
  - giving reasonable directives, feedback or assessments of performance or behaviour;
  - taking legitimate disciplinary action
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**case manager**

The person responsible for the implementation of the organisation's workplace investigation procedure. The case manager will present a report to the case response group (see definition below) with findings of the investigation and include recommendations in relation to possible outcomes for all parties, i.e. person(s) making the allegation(s), and the person(s) subject of the allegation(s).

**case response group (CRG)**

A group of two or more persons who can make binding decisions in an investigation into serious misconduct of a worker (paid or volunteer).

**child (children)**

A child is a person under the age of 18 years. In some jurisdictions a person who is 16 or 17 years of age is referred to as a young person for certain purposes.

**child abuse**

Conduct in relation to a child as defined in the definition of abuse, above.

**child exploitation material/child abuse material**

(Previously often referred to as child pornography). Material that describes or depicts a person who is, or who appears to be, a child – (a) engaged in sexual activity; or (b) in a sexual context; or (c) as the subject of torture, cruelty or abuse (whether or not in a sexual context) in a way that a reasonable person would regard as being, in all the circumstances, offensive. Child exploitation material can include any film, printed matter, electronic data, computer image and any other depiction.

**civil authorities**

The police and the relevant state or territory government child protection authority.

**consensual sexual activity**

Free and voluntary agreement to the act

**code of conduct**

A set of clearly-defined behavioural boundaries or behavioural expectations of the organisation.

**Discrimination (FIS)**

It is unlawful to discriminate against or harass a person in employment (or in the provision of goods and services) on the basis of a protected attribute. Protected attributes in Australia include; age, disability or impairment (physical, intellectual, mental or psychiatric – visible or invisible, temporary or permanent), race, colour, descent or national or ethnic origin, religious belief or activity, (except where such activities are directly in contradiction to the Christian values of the organisation), gender identity, lawful sexual activity/sexual orientation, family, marital, parental or carer status, physical features, political opinion,

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belief or activity, industrial activity or membership of an industrial association, pregnancy or potential pregnancy, breastfeeding, medical record – (except where health and/or fitness would render a person incapable of safely undertaking a duty), irrelevant criminal record, employment activity, or personal association with a person who is identified by reference to any of the above attributes.

Discrimination is treating a person with an identified attribute or personal characteristic less favourably than a person who does not have the attribute or characteristic. Discrimination can be either direct or indirect.

### **duty of care**

To do no intentional harm. To do all that is reasonably practicable to protect from harm, and to prevent harm. Duty of care is a legal responsibility to ensure the safety and wellbeing of all who participate in programs or activities of the organisation.

### **emotional abuse (FIS)**

Acts or omissions that have caused, or could cause, emotional harm or lead to serious behavioural or cognitive disorders. Includes:

- subjecting a person to excessive and repeated personal criticism;
- ridiculing a person, including the use of insulting or derogatory terms to refer to them;
- threatening or intimidating a person;
- ignoring a person openly and pointedly; and
- behaving in a hostile manner or in any way that could reasonably result in another person feeling isolated or rejected

### **governance board**

The group appointed or elected by the organisation to carry out oversight of the organisation, including primary duty of care, the delegation of roles, oversight of good governance and adoption and review of company documentation. Where work health & safety legislation applies, this group is also known as the persons conducting the business or undertaking (PCBU).

### **harassment (FIS)**

Unwelcome conduct, whether intended or not, in relation to another person where the person feels, with good reason in all the circumstances, offended, belittled or threatened. Such behaviour may consist of a single incident or several incidents over a period of time. Includes:

- making unwelcome physical contact with a person;
  - making gestures or using language that could reasonably give offence, including continual and unwarranted shouting;
  - making unjustified or unnecessary comments about a person's capacities or attributes;
  - putting on open display pictures, posters, graffiti or written materials that could reasonably cause offence;
  - making unwelcome communication with a person in any form (for example, phone calls, email, text messages); and
  - stalking a person
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**hazards**

A source of danger that could result in harm if due care is not exercised.

**mandatory reporting**

The legal requirement to report allegations of child abuse and neglect. The people mandated to report, and the criteria for when it is mandatory to report, differs in each Australian state and territory (see below)

**misconduct**

The unacceptable (violation) crossing of professional boundaries. Boundaries can be crossed unintentionally, negligently, or deliberately. There is a continuum of misconduct in ministry that extends from conduct that is generally considered minor through to abuse that is also criminal. This broad definition takes into account the failure to respect, to esteem or to value a person. Misconduct incorporates disrespectful thinking and actions towards another person.

**negligence**

Failure to act prudently by not applying the standard of care, that a “reasonable person” would exercise in the situation, or under the same circumstances.

**neglect**

Failure to provide the basic necessities of life where a child’s health and development are placed at risk of harm. It includes being deprived of: food, clothing, shelter, hygiene, education, supervision and safety, attachment to and affection from adults; and medical care.

**person associated with the organisation**

A person who is involved with the governance, the management, the provision of services, is employed by, is a volunteer, is a member, uses the programs or attends the events of our church.

**person making an allegation**

A person who makes an allegation of misconduct, reportable employee conduct, or abuse.

**person subject of allegation (PSOA)**

A person or group of people against whom allegation(s) of misconduct, reportable employee conduct, or abuse have been made.

**procedural fairness (also known as natural justice)**

A process characterised by the following principles:

- without undue delay: i.e. Acting as quickly as possible shall be a genuine recognition of the seriousness of the allegation. Care should be taken to avoid delays;
  - clear communication: i.e. All parties should be fully and speedily informed regarding decisions made, the reasons for the decisions and what processes are being used at all stages, particularly where there is any delay;
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- no bias: i.e. The case will be managed, assessed, conciliated, and facilitated by persons who have no relationship (biological or other) with any party. They shall not have a negative or biased view of the case matter, e.g. Persons who have experienced past sexual abuse should not manage a sexual abuse claim.
- no conflict of interest: i.e. The case will be managed, assessed, conciliated, and facilitated by persons who have no personal benefit or interest in the outcome of the case.
- decisions made on evidence-based outcomes: i.e. Assessment of disputed facts to be conducted by a suitably qualified assessor

(NSW Ombudsman: child protection in the workplace 2004).

### **prohibited material (FIS)**

- publications, films and computer games that have been classified by the office of film and literature classification as being unsuitable for a child to read, see or play;
- any other images or sounds not subject to classification by the office of film and literature classification that are considered with good reason within the church to be unsuitable for a child to see or hear; and
- any substance or product whose supply to, or use by, children is prohibited by law, such as alcohol, tobacco products, illegal drugs and gambling products.
- prohibited substance means any substance banned or prohibited by law for use or consumption by adults.

### **reasonable standard of care**

Level of care that a user may reasonably expect that office holders will take in providing any program, activity, service, or facility.

### **reasonable foresight**

A responsibility that office holders need to take when planning activities for children and young people, to identify any reasonably foreseen danger/risk and take reasonable steps to prevent or avert such risk.

### **reportable incident**

A single event or set of events where injury, harm, abuse or loss occurs. A critical incident is an event or set of circumstances resulting in significant physical or psychological outcomes or fatality for one or more people.

### **reportable employee conduct**

A term that is relevant only in some jurisdictions. In jurisdictions where reportable employee conduct schemes exist, e.g. NSW ACT VIC, this term refers to allegations or reports of behaviours by workers deemed as being harmful to children and therefore reportable to the relevant government agency, e.g. In NSW the Office of the Children's Guardian, Victoria the Children's Guardian, and in ACT the Ombudsman.

## **risk**

Exposure to the possibility of such things as economic or financial loss or gain, physical damage, injury or delay, as a consequence of pursuing or not pursuing a particular course of action. The concept of risk includes: perception that something could happen, likelihood of it occurring, and consequences if it does occur.

## **risk management**

The process of managing your organisation's exposure to potential hazards. It does this by identifying risks in order to prevent them or reduce them, and by providing funds to meet any liability if it occurs. Risk assessment looks at what might happen, whereas hazard identification looks at what is present at the venue at a specific time.

## **safe environment**

Safe refers to an abuse-free and harm-free environment. Such an environment is also a friendly environment, i.e. Values and respects the rights of individuals. This includes the physical, emotional and spiritual environments. It assumes that foreseeable risks have been managed so as to ensure the safety of all people.

## **self-harm**

refers to deliberately causing pain or damage to your own body, and can be suicidal or non-suicidal in intent. Self-injury is a type of self-harm, and refers to deliberately causing pain or damage to your own body without suicidal intent.

Self-harm can include:

- cutting, burning, biting or scratching the skin
- picking at wounds or scabs so they don't heal
- pulling out hair, punching or hitting the body
- taking harmful substances (such as poisons, or over-the-counter or prescription medications).

Source <https://www.betterhealth.vic.gov.au/health/ConditionsAndTreatments/self-harm>

## **serious misconduct**

Conduct which, if proven to be more likely to have occurred than not (on the balance of probabilities), or admitted to, would lead to: restrictions being placed on a worker's role, or dismissal from a role or removal from a position (volunteer or paid). Includes: allegations of child abuse and neglect, sexual abuse, sexual misconduct, sexually inappropriate behaviour, financial impropriety, bullying behaviours, allegations of domestic and family violence and criminal activity.

## **sexual abuse of a child**

The use of a child by another person for his or her own sexual stimulation or gratification or for that of others. Includes:

- exposing oneself indecently to a child;
  - having vaginal or anal intercourse with a child;
  - penetrating a child's vagina or anus with an object or any bodily part;
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- sexually touching or fondling a child;
- kissing, touching, holding or fondling a child in a sexual manner;
- staring at or secretly watching a child for the purpose of sexual stimulation or gratification;
- making any gesture or action of a sexual nature in a child's presence;
- making sexual references or innuendo in a child's presence using any form of communication;
- discussing or inquiring about personal matters of a sexual nature with a child;
- exposing a child to any form of sexually explicit or suggestive material;
- forcing [or manipulating] a child to sexually touch or fondle another person;
- forcing [or manipulating] a child to perform oral sex;
- forcing [or manipulating] a child either to masturbate self or others, or to watch others masturbate;
- forcing [or manipulating] a child to engage in or watch any other sexual activity.

Sexual Abuse of a Child does not Include:

- sex education with the prior consent of a parent or guardian;
- age-appropriate consensual sexual behaviour between peers (i.e. The same or a similar age);
- inquiries by clergy and church workers with pastoral responsibility for a child or investigation responsibility into complaints that may involve sexual abuse (fis).

### **sexual grooming (FIS)**

Manipulative cultivation of a relationship in order to initiate or hide sexual abuse of an adult or a child. In the case of child sexual abuse, an offender may groom not only the child, but also the child's parents or guardians, and clergy and church workers. The term may also be referred to as conditioning and is considered as part of the tactics a person uses in their choice to abuse.

### **sexual exploitation (FIS)**

Refers to any form of sexual contact, or invitation to sexual contact with an adult, with whom there is a pastoral or supervisory relationship, whether or not there is consent and regardless of who initiated the contact or invitation. It does not include such contact or invitation within a marriage.

### **sexual misconduct**

Sexual misconduct is any conduct which sexualises a relationship where that sexualisation is either disgraceful, lacking in integrity or which would be regarded by right thinking members of the church as inappropriate or inconsistent with the standards expected of a church worker or member of the clergy/pastor.

Sexual misconduct includes but is not limited to:

- A married person engaging in sexualised behaviour or sexual intercourse with a person who is not his or her spouse;
  - Sexual assault;
  - Crossing of professional boundaries;
  - Using a position of power or a church role to obtain sexual advantage;
  - Using an appeal to spiritual or religious matters to obtain sexual advantage;
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- Engaging in behaviour involving an inappropriate and overly personal or intimate relationship with, conduct towards or focus on a child or young person or a group of children of young persons;
- Whilst a person in an organisational leadership role, engaging in a sexualised relationship with a child (under 18) without the knowledge of the organisation;
- Engaging in sexual harassment i.e. unwelcome conduct of a sexual nature or with a sexual inference, whether intended or not, in relation to another person where the person feels with good reason in all the circumstances offended, belittled or threatened. Such behaviour may consist of a single incident or several incidents over a period of time.

### **vulnerable person**

The susceptibility to harm which results from an interaction between the resources available to individuals and communities and the life challenges they face. Vulnerability can result from age, gender, prior abuse experience, developmental problems, personal incapacities, disadvantaged social status, inadequacy of interpersonal networks and supports, degraded neighbourhoods and environments, and the complex interactions of these factors over the life course. (health affairs 2007).

### **vicarious liability**

Liability that an organisation or person may be determined to have for the conduct of those who act on its behalf, whether the conduct is authorised or not e.g. Workers.

### **Work, Health & Safety (WHS)**

Refers to the framework enshrined in Commonwealth and State Legislation by which employers and employees are to ensure safe work environments (including paid & volunteer workers). This legislation applies in all Australian jurisdictions apart from Victoria and Western Australia, who have specific occupational health & safety requirements.

### **workers**

All paid and unpaid persons in ministry roles. Includes staff, management roles, leaders, team members, volunteers, and casual helpers.

## **B. Australian and ACT Safe Church related laws**

The Safe Ministry Framework has been written to assist compliance with Australian state and federal legislation, and the Royal Commission into Institutional Responses to Child Sexual Abuse's recommendations.

This Implementation Information provides a list of, and references to, relevant Australian child protection legislation and state government websites, current as of March 2020.

Whilst not an exhaustive list, local churches need to be aware of and comply with

In general:

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- fosters people's health as well as developmental and spiritual needs (e.g. self-respect and dignity) as related to civil litigation claims and WHS & ACNC governance standards; and
- processes that uphold principles of natural justice when for responding to workplace misconduct allegations of abuse and misconduct (including child protection and sexual harassment).

More specifically compliance with:

- Work Health and Safety and/or other safety legislation;
- criminal codes (e.g. concealment of crime, consent, sexual harassment);
- child protection legislation;
- elder abuse legislation;
- Working With Children Checks;
- Australian Standards (e.g. building);
- ACNC
- copyright and music playing licences such as APRA, CCLI, CAL licences; and
- local government food preparation and storage guidelines.

### **HELPFUL WEBLINKS to Current legislation:**

For the current official version of legislation go to: <https://legify.com.au>.

For child protection legislation see the Commonwealth Government's Australian Institute of Family Studies. <https://aifs.gov.au/cfca/publications/australian-child-protection-legislation>

Version 20201118

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**Disclaimer:** This publication is not legal advice. The ideas and procedures herein are based on nationally recognised good practice advice for Safe Ministry and have been written with due regard to Australian legislation March 2020.

Legal advice may need to be sought when responding to individual incidents.

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## Commonwealth

Document or Resource	Notes	Further Information
<p>National Framework for Protecting Australia's Children 2009 - 2020</p>	<p>The <i>National Framework for Protecting Australia's Children 2009-2020</i> ('National Framework'), was endorsed by the Council of Australian Governments in April 2009.</p> <p>The intention is for the Australian child protection regulatory framework to be based on this report. The National Framework is applied by eight state and territory legislative regimes. In delivery of government funded child services the contractual framework applies the National Framework by requiring providers to comply with the legislative requirements. This action checklist needs to be supplemented by reference back to the relevant state or territory legislation and contractual obligations.</p> <p>The six supporting outcomes of the National Framework are:</p> <ul style="list-style-type: none"> <li>• children live in safe and supportive families and communities,</li> <li>• children and families access adequate support to promote safety and intervene early,</li> <li>• risk factors for child abuse and neglect are addressed,</li> <li>• children who have been abused or neglected receive the support and care they need for their safety and wellbeing,</li> <li>• indigenous children are supported and safe in their families and communities,</li> <li>• child sexual abuse and exploitation is prevented, and survivors receive adequate support.</li> </ul>	<p><a href="https://www.dss.gov.au/our-responsibilities/families-and-children/programs-services/protecting-australias-children">https://www.dss.gov.au/our-responsibilities/families-and-children/programs-services/protecting-australias-children</a></p>

Document or Resource	Notes	Further Information
<p data-bbox="250 284 616 355">National Principles for Child Safe Organisations</p> 	<p data-bbox="710 284 1509 403">In December 2017, further to legislation, the Royal Commission into Institutional Responses to Child Sexual Abuse released its recommendations, volume 6 relates to child safe organisations and volume 16 relates to religious institutions.</p> <p data-bbox="710 424 1545 480">The National Office for Child Safety was established in response to the Royal Commission</p> <p data-bbox="710 501 1565 620">The National Principles collectively show that a child safe organisation is one that creates a culture, adopts strategies and takes action to promote child wellbeing and prevent harm to children and young people. A child safe organisation consciously and systematically:</p> <ul data-bbox="710 641 1588 919" style="list-style-type: none"> <li>- creates an environment where children’s safety and wellbeing is the centre of thought, values and actions</li> <li>- places emphasis on genuine engagement with, and valuing of children</li> <li>- creates conditions that reduce the likelihood of harm to children and young people</li> <li>- creates conditions that increase the likelihood of identifying any harm</li> <li>- responds to any concerns, disclosures, allegations or suspicions</li> </ul>	<p data-bbox="1666 284 2080 435"><a href="https://chilsafe.humanrights.gov.au/national-principles/download-national-principles">https://chilsafe.humanrights.gov.au/national-principles/download-national-principles</a></p>

# National Principles for Child Safe Organisations



**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.



Australian Government

For more information, please visit  
<https://pmc.gov.au/child-safety>  
<https://chilsafe.humanrights.gov.au/>

Document or Resource	Notes	Further Information
Australian Human Rights Commission Act 1986		<a href="https://www.humanrights.gov.au/our-work/commission-general/publications/know-your-rights-about-us">https://www.humanrights.gov.au/our-work/commission-general/publications/know-your-rights-about-us</a>
Disability Discrimination Act 1992		<a href="https://www.humanrights.gov.au/our-work/disability-rights/publications/disability-discrimination-act-25th-anniversary-easy-read">https://www.humanrights.gov.au/our-work/disability-rights/publications/disability-discrimination-act-25th-anniversary-easy-read</a>
Workplace Gender Equality Act 2012		<a href="https://www.dss.gov.au/sites/default/files/documents/11_2012/factsheet_amended_201112.pdf">https://www.dss.gov.au/sites/default/files/documents/11_2012/factsheet_amended_201112.pdf</a>
Racial Discrimination Act 1975		<a href="https://www.humanrights.gov.au/our-work/employers/racial-discriminationdiscrimination/publications/factsheet-racism-it-stops-me-community-service">https://www.humanrights.gov.au/our-work/employers/racial-discriminationdiscrimination/publications/factsheet-racism-it-stops-me-community-service</a>
Family Law Act, 1975		<a href="https://www.afp.gov.au/what-we-do/crime-types/family-law-kit">https://www.afp.gov.au/what-we-do/crime-types/family-law-kit</a>
Sex Discrimination Act 1984 Australian Human Rights Commission Act 1986		<a href="https://www.humanrights.gov.au/our-work/sex-discrimination/publications/guidelines-special-measures-under-sex-discrimination-act">https://www.humanrights.gov.au/our-work/sex-discrimination/publications/guidelines-special-measures-under-sex-discrimination-act</a>

Document or Resource	Notes	Further Information
<p>The federal government has also ratified the <i>United Nations Convention on the Rights of the Child (1989)</i> [Ratified by Australian Parliament, 17 December 1990]</p>		<p><a href="https://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx">https://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx</a></p>
<p>Australian Charities and Not for Profits Commission (ACNC) Governance Standards</p>	<p>Standard 1: Purposes and not-for-profit nature.  Standard 2: Accountability to members  Standard 3: Compliance with Australian laws.  Standard 4: Suitability of Responsible Persons  Standard 5: Duties of Responsible Persons</p> <p>Under Governance Standard 5 your charity must take reasonable steps to make sure its responsible persons meet certain duties. The following is a general summary of what each duty requires.</p> <ol style="list-style-type: none"> <li>1. Act with reasonable care and diligence</li> <li>2. Act honestly in the best interests of the charity and for its purposes.</li> <li>3. Not misuse the position of responsible person</li> <li>4. Not to misuse information obtained in performing duties</li> <li>5. Disclose any actual or perceived conflict of interest</li> <li>6. Ensure that the charity's financial affairs are managed responsibly</li> <li>7. Not allow a charity to operate while insolvent</li> </ol>	<p><a href="https://www.acnc.gov.au/for-charities/manage-your-charity/governance-hub/governance-standards">https://www.acnc.gov.au/for-charities/manage-your-charity/governance-hub/governance-standards</a></p>

## Australian Capital Territory

Document or Resource	Notes	Further Information
Children and Young People Act 2008	Statutory Body: Relevant Legislation sections: What to report – s. 354 Who are Mandatory reporters? S.- 356	<a href="https://www.legislation.act.gov.au/View/a/2008-19/current/PDF/2008-19.PDF">https://www.legislation.act.gov.au/View/a/2008-19/current/PDF/2008-19.PDF</a>  <a href="https://www.communityservices.act.gov.au/ocyfs/children/child-and-youth-protection-services/report-child-abuse-and-neglect">https://www.communityservices.act.gov.au/ocyfs/children/child-and-youth-protection-services/report-child-abuse-and-neglect</a>
Working with Vulnerable People (Background Checking) Act 2011		<a href="https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/1804/~/working-with-vulnerable-people-%28wwvp%29-registration">https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/1804/~/working-with-vulnerable-people-%28wwvp%29-registration</a>
Royal Commission Criminal Justice Legislation Amendment Act 2019	From 1 September 2019 adults who reasonably believe that a sexual offence has been committed against a child, must make a report to police. Failure to make a report is an offence. The new offence has been introduced in response to recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse. Also Failure to protected and ministers of religion now mandated reporters under the <i>Children and Young People Act 2008</i> ;	<a href="https://www.act.gov.au/childabuse/royalcommission/formalresponse/new-laws-to-improve-reporting-of-child-abuse">https://www.act.gov.au/childabuse/royalcommission/formalresponse/new-laws-to-improve-reporting-of-child-abuse</a>

Document or Resource	Notes	Further Information
ACT Reportable Conduct Scheme	<p>This scheme has been extended to all religious organisations. The reportable conduct scheme addresses employment related child protection. “Broadly, ‘reportable conduct’ covers allegations or convictions of child abuse or misconduct toward children. The reportable conduct scheme does not interfere with reporting obligations to ACT Policing or Child and Youth Protection Services (CYPS) or any other relevant professional bodies.” (<i>The ACT Reportable Conduct Scheme: An Introduction - February 2018</i>).</p>	<p><a href="https://www.act.gov.au/_data/assets/pdf_file/0004/1397659/Factsheet-Reportable-Conduct-Changes.pdf">https://www.act.gov.au/_data/assets/pdf_file/0004/1397659/Factsheet-Reportable-Conduct-Changes.pdf</a></p>

## NSW

Document or Resource	Notes	Further Information
Children and Young Persons (Care and Protection) Act 1998 (NSW)	Statutory Body: Family & Community Services Relevant Legislation sections: What to report – s.23 Who are Mandatory reporters? – s.27	<a href="https://www.legislation.nsw.gov.au/acts/1998-157.pdf">https://www.legislation.nsw.gov.au/acts/1998-157.pdf</a> <a href="https://www.facs.nsw.gov.au/families/Protecting-kids/reporting-child-at-risk">https://www.facs.nsw.gov.au/families/Protecting-kids/reporting-child-at-risk</a>
Child Protection (Working with Children) Act 2012		<a href="https://www.legislation.nsw.gov.au/#/view/act/2012/51">https://www.legislation.nsw.gov.au/#/view/act/2012/51</a>
Commission for Children and Young People Act, 1998 (NSW)		<a href="https://legislation.nsw.gov.au/inforce/4d329f0b-0983-e6ac-d6fd-83cb6190360e/1998-146.pdf">https://legislation.nsw.gov.au/inforce/4d329f0b-0983-e6ac-d6fd-83cb6190360e/1998-146.pdf</a>
Crimes Act 1900	Concealing serious indictable offence s.316	<a href="https://www.legislation.nsw.gov.au/#/view/act/1900/40">https://www.legislation.nsw.gov.au/#/view/act/1900/40</a>
Failure to report child abuse offence (S.316A of the crimes act)	Adults are required to report information to <b>police</b> if they know, believe or reasonably ought to know that a child has been abused (physically or sexually). A person will have a reasonable excuse for not reporting if the victim is now an adult and doesn't want the offence reported, or if the offence has already been reported to FaCS, or if the person fears for their safety or another person's safety if they report.	<a href="https://www.justice.nsw.gov.au/Documents/Media%20Releases/2018/new-legislation-to-strengthen-child-abuse-laws-summary.pdf">https://www.justice.nsw.gov.au/Documents/Media%20Releases/2018/new-legislation-to-strengthen-child-abuse-laws-summary.pdf</a>
Failure to protect offence Crimes act S.43b	An adult working in an institution doing child-related work will commit an offence if they know another adult working there poses a serious risk of abusing a child and they have the power to reduce or remove the risk, and they fail to do so.	<a href="https://www.justice.nsw.gov.au/Documents/Media%20Releases/2018/new-legislation-to-strengthen-child-abuse-laws-summary.pdf">https://www.justice.nsw.gov.au/Documents/Media%20Releases/2018/new-legislation-to-strengthen-child-abuse-laws-summary.pdf</a>

Document or Resource	Notes	Further Information
Grooming offences	<p>Grooming <u>an adult</u>, where a person provides gifts or money to an adult with the intention of making it easier to access a child in their care for unlawful sexual activity. The offence will be punishable by up to six years imprisonment</p> <p>Grooming offences -Any adult who offers a child a material or financial benefit with the intention of making it easier to access the child for unlawful sexual activity.</p>	<p><a href="https://www.justice.nsw.gov.au/Documents/Media%20Releases/2018/new-legislation-to-strengthen-child-abuse-laws-summary.pdf">https://www.justice.nsw.gov.au/Documents/Media%20Releases/2018/new-legislation-to-strengthen-child-abuse-laws-summary.pdf</a></p>
The Civil Liability Amendments (CLA)	<p>This has been in place from 26 October 2018, and it means that:</p> <p>a) All organisations (e.g. churches), including unincorporated associations, can be sued (as the proper defendant) in relation to child abuse.</p> <p>b) It is now the duty of organisations to prevent child abuse (the burden of proof has been reversed), i.e. "The organisation is presumed to have breached its duty of care unless the organisation establishes that it took reasonable precautions to prevent the child abuse."</p> <p>c) Organisations can be held responsible for the actions of their employees or anyone 'akin to an employee' if they abuse a child associated with the organisation, this is called "vicarious liability". 'Akin to an employee' is anyone who "carries out activities as an integral part of the activities carried on by the organisation and does so for the benefit of the organisation" (includes volunteers).</p> <p>d) The Act says: "An organisation and any successor of that organisation are, for the purposes of this Part, taken to be the same organisation", e.g. if an organisation (church) takes over another organisation (church) the new organisation (church) is liable for duty of care failures that occurred previously.</p>	<p><a href="https://inbrief.nswbar.asn.au/posts/bb24741e67431b27a08039cbb343ef1c/attachment/Civil_Liab_Amdmt_Org_Child_Abuse_Liability_Bill.pdf">https://inbrief.nswbar.asn.au/posts/bb24741e67431b27a08039cbb343ef1c/attachment/Civil_Liab_Amdmt_Org_Child_Abuse_Liability_Bill.pdf</a></p>

Document or Resource	Notes	Further Information
Child Safe Standards	<ol style="list-style-type: none"> <li>1. Child safety is embedded in institutional leadership, governance and culture</li> <li>2. Children participate in decisions affecting them and are taken seriously</li> <li>3. Families and communities are informed and involved</li> <li>4. Equity is upheld, and diverse needs are taken in to account</li> <li>5. People working with children are suitable and supported</li> <li>6. Processes to respond to complaints of child sexual abuse are child focused</li> <li>7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training</li> <li>8. Physical and online environments minimise the opportunity for abuse to occur</li> <li>9. Implementation of the Child Safe Standards is continuously reviewed and improved</li> <li>10. Policies and procedures document how the institution is child safe.</li> </ol>	<a href="https://www.kidsguardian.nsw.gov.au/ArticleDocuments/802/Factsheet_Child_Safe_Standards_OCG.pdf.aspx?Embed=Y">https://www.kidsguardian.nsw.gov.au/ArticleDocuments/802/Factsheet_Child_Safe_Standards_OCG.pdf.aspx?Embed=Y</a>

Document or Resource	Notes	Further Information
Regulation of Child Safe Standards in NSW	<p>The Office of the Children’s Guardian (OCG) is working to design and implement responses to the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (the Royal Commission). The government proposes:</p> <p>Child safe standards aim to ensure that the cultural, operational and environmental aspects of an organisation are focused on child safety.</p> <p>The National Principles for Child Safe Organisations derive from the Royal Commission’s child safe standards. Both outline the same elements for child safe practice. We propose approaching regulation in a way that recognises that if organisations are implementing the National Principles, they would be considered to be simultaneously implementing the child safe standards. Monitoring undertaken will involve assessment against the child safe standards as they would be mandatory in NSW.</p> <p>(Extracted from: “Making organisations safer for children – Regulation of child safe standards in NSW – Consultation Report”)</p>	<p><a href="https://www.kidsguardian.nsw.gov.au/ArticleDocuments/316/Standards_Consultation_summary.pdf.aspx?Embed=Y">https://www.kidsguardian.nsw.gov.au/ArticleDocuments/316/Standards_Consultation_summary.pdf.aspx?Embed=Y</a></p> <p><a href="https://www.kidsguardian.nsw.gov.au/ArticleDocuments/316/Standards_Consultation_report_full.pdf.aspx?Embed=Y">https://www.kidsguardian.nsw.gov.au/ArticleDocuments/316/Standards_Consultation_report_full.pdf.aspx?Embed=Y</a></p>
Children's Guardian Act 2019	<p>This Act consolidates the powers and functions of the Children’s Guardian into one Act (this includes the Children’s Guardian’s powers in relation to out-of-home care, adoption, children’s employment, reportable conduct, and official community visitors)</p>	<p><a href="https://www.kidsguardian.nsw.gov.au/child-safe-organisations/reportable-conduct-scheme">https://www.kidsguardian.nsw.gov.au/child-safe-organisations/reportable-conduct-scheme</a></p>

## Northern Territory

Document or Resource	Notes	Further Information
Care and Protection of Children Act 2007	Statutory Body: Community Support and Care Relevant Legislation sections: What to report – s. 14, 15, 20 Who are Mandatory reporters? – s.26	<a href="https://legislation.nt.gov.au/en/Legislation/CARE-AND-PROTECTION-OF-CHILDREN-ACT-2007">https://legislation.nt.gov.au/en/Legislation/CARE-AND-PROTECTION-OF-CHILDREN-ACT-2007</a> <a href="https://nt.gov.au/community/child-protection-and-care/child-abuse">https://nt.gov.au/community/child-protection-and-care/child-abuse</a>
Working with Children Clearance		<a href="https://nt.gov.au/emergency/community-safety/apply-for-a-working-with-children-clearance">https://nt.gov.au/emergency/community-safety/apply-for-a-working-with-children-clearance</a>
Mandatory reporting of domestic violence to the police		<a href="https://www.rahc.com.au/sites/default/files/pictures/Mandatory%20Reporting_Domestic%20Violence.pdf">https://www.rahc.com.au/sites/default/files/pictures/Mandatory%20Reporting_Domestic%20Violence.pdf</a> <a href="https://nt.gov.au/law/crime/domestic-and-family-violence/report-domestic-and-family-violence">https://nt.gov.au/law/crime/domestic-and-family-violence/report-domestic-and-family-violence</a>
Mandatory child at risk reporting for all adults in NT		<a href="https://www.rahc.com.au/sites/default/files/pictures/Mandatory%20Reporting_Sexual%20Offences.pdf">https://www.rahc.com.au/sites/default/files/pictures/Mandatory%20Reporting_Sexual%20Offences.pdf</a> <a href="https://nt.gov.au/law/crime/report-child-abuse">https://nt.gov.au/law/crime/report-child-abuse</a>
Criminal Code ACT 1983		<a href="https://legislation.nt.gov.au/en/Legislation/CRIMINAL-CODE-ACT-1983">https://legislation.nt.gov.au/en/Legislation/CRIMINAL-CODE-ACT-1983</a>
Work Health and Safety Act 2011		<a href="https://worksafe.nt.gov.au/">https://worksafe.nt.gov.au/</a>

## Queensland

Document or Resource	Notes	Further Information
Child Protection Act 1999	Statutory Body: Department of Child Safety Youth and Women Relevant Legislation sections: What to report – s. 13E Who are Mandatory reporters? – S. 13E	<a href="https://www.legislation.qld.gov.au/view/pdf/inforce/2018-07-23/act-1999-010">https://www.legislation.qld.gov.au/view/pdf/inforce/2018-07-23/act-1999-010</a> <a href="https://www.csyw.qld.gov.au/child-family/protecting-children/reporting-child-abuse">https://www.csyw.qld.gov.au/child-family/protecting-children/reporting-child-abuse</a>
Working With Children (Risk Management & Screening) Act 2000	Known as the Blue Card System Note – new “no card no start” law.	<a href="https://www.bluecard.qld.gov.au">https://www.bluecard.qld.gov.au</a>
Family and Child Commission Act 2014		<a href="https://www.legislation.qld.gov.au/view/pdf/inforce/2014-07-01/act-2014-027">https://www.legislation.qld.gov.au/view/pdf/inforce/2014-07-01/act-2014-027</a>
Criminal Code Act 1899	New failure to report from child sexual abuse and failure to protect children from sexual abuse enacted 2020.	<a href="https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-1899-009">https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-1899-009</a>
Civil Liability Act 2003		<a href="https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-2003-016">https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-2003-016</a>
Work Health and Safety Act 2011		<a href="https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-2011-018">https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-2011-018</a>

## South Australia

Document or Resource	Notes	Further Information
<p>Children and Young People (Safety) Act 2017</p>	<p>Statutory Body: Department for Child Protection</p> <p>Relevant Legislation sections:</p> <p>What to report – s.31</p> <p>Who are Mandatory reporters? – S.30</p>	<p><a href="https://www.legislation.sa.gov.au/LZ/C/A/CHILDREN%20AND%20YOUNG%20PEOPLE%20(SAFETY)%20ACT%202017/CURRENT/2017.25.AUTH.PDF">https://www.legislation.sa.gov.au/LZ/C/A/CHILDREN%20AND%20YOUNG%20PEOPLE%20(SAFETY)%20ACT%202017/CURRENT/2017.25.AUTH.PDF</a></p> <p><a href="https://www.childprotection.sa.gov.au/reporting-child-abuse">https://www.childprotection.sa.gov.au/reporting-child-abuse</a></p>
<p>Child Protection (Prohibited Persons) Act 2016</p> <p>Screening clearance certificate</p>		<p><a href="https://screening.sa.gov.au/home">https://screening.sa.gov.au/home</a></p>
<p>Work Health and Safety Act 2012</p>		<p><a href="https://www.legislation.sa.gov.au/LZ/C/A/WORK%20HEALTH%20AND%20SAFETY%20ACT%202012.aspx">https://www.legislation.sa.gov.au/LZ/C/A/WORK%20HEALTH%20AND%20SAFETY%20ACT%202012.aspx</a></p>
<p>Criminal Law Consolidation Act 1935</p>		<p><a href="https://www.legislation.sa.gov.au/LZ/C/A/CRIMINAL%20LAW%20CONSOLIDATION%20ACT%201935/CURRENT/1935.2252.AUTH.PDF">https://www.legislation.sa.gov.au/LZ/C/A/CRIMINAL%20LAW%20CONSOLIDATION%20ACT%201935/CURRENT/1935.2252.AUTH.PDF</a></p>
<p>Wrongs Act 1936</p>		<p><a href="https://www.legislation.sa.gov.au/LZ/C/A/CIVIL%20LIABILITY%20ACT%201936/2001.08.15/1936.2267.PDF">https://www.legislation.sa.gov.au/LZ/C/A/CIVIL%20LIABILITY%20ACT%201936/2001.08.15/1936.2267.PDF</a></p>

## Tasmania

Document or Resource	Notes	Further Information
Children, Young Persons and their Families Act 1997	Statutory Body: Department of Health and Human Services Relevant Legislation sections: What to report – s. 14 Who are Mandatory reporters? – s. 14	<a href="https://www.legislation.tas.gov.au/view/html/inforce/current/act-1997-028">https://www.legislation.tas.gov.au/view/html/inforce/current/act-1997-028</a> <a href="https://www.dhhs.tas.gov.au/children">https://www.dhhs.tas.gov.au/children</a>
Commissioner for Children and Young People Act 2016		<a href="https://www.childcomm.tas.gov.au/what-we-do/">https://www.childcomm.tas.gov.au/what-we-do/</a>
Registration to Work with Vulnerable People Act 2013		<a href="https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people">https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people</a>
Wrongs Act 1954		<a href="https://www.legislation.tas.gov.au/view/whole/html/inforce/2015-10-13/act-1954-014">https://www.legislation.tas.gov.au/view/whole/html/inforce/2015-10-13/act-1954-014</a>
Criminal Code 1924		<a href="https://www.legislation.tas.gov.au/view/html/inforce/current/act-1924-069">https://www.legislation.tas.gov.au/view/html/inforce/current/act-1924-069</a>
Work Health and Safety Act 2012		<a href="https://www.worksafe.tas.gov.au/_data/assets/pdf_file/0020/273512/Guide_to_the_Work_Health_and_Safety_Act_2012.pdf">https://www.worksafe.tas.gov.au/_data/assets/pdf_file/0020/273512/Guide_to_the_Work_Health_and_Safety_Act_2012.pdf</a>

## Victoria

Document or Resource	Notes	Further Information
Crimes Act 1958	<p>Offences:</p> <p>s.49M; Failure by a person in authority to protect a child from a sexual offence</p> <p>s.490 Grooming</p> <p>s.327 Failure to disclose sexual offence committed against child under the age of 16 years</p>	<p><a href="https://content.legislation.vic.gov.au/sites/default/files/2020-12/58-6231aa293%20authorised.pdf">https://content.legislation.vic.gov.au/sites/default/files/2020-12/58-6231aa293%20authorised.pdf</a></p>
Children Well-being and Safety Act 2005 – Part 5A Reportable Conduct Scheme; Part 6 Child Safety Standards.		<p><a href="https://www.legislation.vic.gov.au/in-force/acts/child-wellbeing-and-safety-act-2005/030">https://www.legislation.vic.gov.au/in-force/acts/child-wellbeing-and-safety-act-2005/030</a></p>
<i>Children, Youth and Families Act 2005</i>	<p>Statutory Body:</p> <p>Relevant Legislation sections:</p> <p>What to report – s. 162</p> <p>Who are Mandatory reporters? – s. 182, 184</p>	<p><a href="https://www.legislation.vic.gov.au/in-force/acts/children-youth-and-families-act-2005/121">https://www.legislation.vic.gov.au/in-force/acts/children-youth-and-families-act-2005/121</a></p> <p><a href="https://services.dhhs.vic.gov.au/child-protection">https://services.dhhs.vic.gov.au/child-protection</a></p>
Working with Children Act 2005		<p><a href="https://www.workingwithchildren.vic.gov.au">https://www.workingwithchildren.vic.gov.au</a></p>

Document or Resource	Notes	Further Information
Charter of Human Rights and Responsibilities Act 2006 - Protection of families and children		<a href="https://www.legislation.vic.gov.au/in-force/acts/charter-human-rights-and-responsibilities-act-2006/014">https://www.legislation.vic.gov.au/in-force/acts/charter-human-rights-and-responsibilities-act-2006/014</a>
The Commission for Children and Young People Act 2012		<a href="https://www.legislation.vic.gov.au/in-force/acts/commission-children-and-young-people-act-2012/016">https://www.legislation.vic.gov.au/in-force/acts/commission-children-and-young-people-act-2012/016</a>
Wrongs Amendment (Organisational Child Abuse) Bill 2016		<a href="https://www.legislation.vic.gov.au/bills/wrongs-amendment-organisational-child-abuse-bill-2016">https://www.legislation.vic.gov.au/bills/wrongs-amendment-organisational-child-abuse-bill-2016</a>
Betrayal of Trust legislation	This legislation means it is an offence for people who hold a position of responsibility who fail to protect a child from sexual abuse when they know someone associated with their organisation poses a risk of sexually abusing children, and an offence for individuals who fail to inform the police if they know or believe that a child has been sexually abused	<a href="https://www.justice.vic.gov.au/safer-communities/protecting-children-and-families/betrayal-of-trust-fact-sheet-the-new">https://www.justice.vic.gov.au/safer-communities/protecting-children-and-families/betrayal-of-trust-fact-sheet-the-new</a>
The Victorian Reportable Conduct scheme	This scheme requires organisations to respond to allegations of child related misconduct made against their workers and volunteers, and report those allegations to the Commission for Children and Young People.	<a href="https://ccyp.vic.gov.au/assets/resources/RCSInfoSheetUpdates/AboutRCS120718.pdf">https://ccyp.vic.gov.au/assets/resources/RCSInfoSheetUpdates/AboutRCS120718.pdf</a> <a href="https://ccyp.vic.gov.au/assets/Uploads/religious-orgs-guidance-web-lower-resolution.pdf">https://ccyp.vic.gov.au/assets/Uploads/religious-orgs-guidance-web-lower-resolution.pdf</a>

Document or Resource	Notes	Further Information
<p>The Victorian Child Safe Standards</p>	<p>1: Strategies to embed an organisational culture of child safety, through effective leadership arrangements</p> <p>2: A Child Safety Policy or Statement of Commitment to Child Safety</p> <p>3: A Code of Conduct that establishes clear expectations for appropriate behaviour with children</p> <p>4: Screening, supervision, training and other human resource practices that reduce the risk of child abuse by new and existing personnel</p> <p>5: Processes for responding to and reporting suspected child abuse</p> <p>6: Strategies to identify and reduce or remove risks of child abuse</p> <p>7: Strategies to promote the participation and empowerment of children</p>	<p><a href="https://ccyp.vic.gov.au/assets/resources/CSSGuideFinalV4-Web-New.pdf">https://ccyp.vic.gov.au/assets/resources/CSSGuideFinalV4-Web-New.pdf</a></p> <p><a href="https://ccyp.vic.gov.au/child-safety/resources/guides-and-information-sheets/">https://ccyp.vic.gov.au/child-safety/resources/guides-and-information-sheets/</a></p> <p><a href="https://ccyp.vic.gov.au/assets/resources/CSS-poster-web.pdf">https://ccyp.vic.gov.au/assets/resources/CSS-poster-web.pdf</a></p> <p><a href="https://ccyp.vic.gov.au/child-safety/being-a-child-safe-organisation/">https://ccyp.vic.gov.au/child-safety/being-a-child-safe-organisation/</a></p> <p><a href="https://ccyp.vic.gov.au/child-safety/being-a-child-safe-organisation/the-child-safe-standards/">https://ccyp.vic.gov.au/child-safety/being-a-child-safe-organisation/the-child-safe-standards/</a></p>

## Western Australia

Document or Resource	Notes	Further Information
Criminal Code Act Compilation Act 1913		<a href="https://www.legislation.wa.gov.au/legislation/prod/filestore.nsf/FileURL/mrdoc_37141.pdf/\$FILE/Criminal%20Code%20Act%20Compilation%20Act%201913%20-%20%5B19-a0-00%5D.pdf?OpenElement">https://www.legislation.wa.gov.au/legislation/prod/filestore.nsf/FileURL/mrdoc_37141.pdf/\$FILE/Criminal%20Code%20Act%20Compilation%20Act%201913%20-%20%5B19-a0-00%5D.pdf?OpenElement</a>
Children and Community Services Act 2004	<p>Statutory Body: Department of Communities, Child Protection and Family Support</p> <p>Relevant Legislation sections:</p> <p>What to report – S. 124A</p> <p>Who are Mandatory reporters? – S. 124B</p> <p>Note: Mandatory reporting responsibilities has extended to included ministers of religion.</p>	<p><a href="https://www.dcp.wa.gov.au/Pages/Home.aspx">https://www.dcp.wa.gov.au/Pages/Home.aspx</a></p> <p><a href="https://www.legislation.wa.gov.au/legislation/prod/filestore.nsf/FileURL/mrdoc_41834.pdf/\$FILE/Children%20and%20Community%20Services%20Act%202004%20-%20%5B05-a0-01%5D.pdf?OpenElement">https://www.legislation.wa.gov.au/legislation/prod/filestore.nsf/FileURL/mrdoc_41834.pdf/\$FILE/Children%20and%20Community%20Services%20Act%202004%20-%20%5B05-a0-01%5D.pdf?OpenElement</a></p> <p><a href="https://www.mediastatements.wa.gov.au/Pages/McGowan/2019/05/Mandatory-reporting-legislation-to-be-extended-to-ministers-of-religion.aspx">https://www.mediastatements.wa.gov.au/Pages/McGowan/2019/05/Mandatory-reporting-legislation-to-be-extended-to-ministers-of-religion.aspx</a></p>
Working with Children (Criminal Record Checking) Act 2004		<a href="https://workingwithchildren.wa.gov.au">https://workingwithchildren.wa.gov.au</a>
Civil Liability Act 2002		<a href="https://www.slp.wa.gov.au/statutes/swans.nsf/(DownloadFiles)/Civil+Liability+Act+2002.pdf/\$file/Civil+Liability+Act+2002.pdf">https://www.slp.wa.gov.au/statutes/swans.nsf/(DownloadFiles)/Civil+Liability+Act+2002.pdf/\$file/Civil+Liability+Act+2002.pdf</a>

Document or Resource	Notes	Further Information
New Work Health and Safety Bill	Information sessions will be held throughout September 2019	<a href="https://www.commerce.wa.gov.au/worksafe/modernising-work-health-and-safety-laws-wa">https://www.commerce.wa.gov.au/worksafe/modernising-work-health-and-safety-laws-wa</a>
WA implementation of Royal Commission recommendations	<p>Including Children and Community Services Act 2004 to be amended to introduce mandatory reporting of child sexual abuse for ministers of religion, including where this knowledge is gained through religious confession</p> <p>Changes deliver on recommendation of the Royal Commission into Institutional Responses to Child Sexual Abuse to extend mandatory reporting to religious confession</p> <p>Shared national database of Working With Children (WWC) check negative notices; and to progress work on recommendations such as the implementation of child safe standards, addressing harmful sexual behaviours, improving supports for victims and survivors of child sexual abuse; and the introduction of broader mandatory reporting requirements;</p> <p>Recommendations related to independent oversight of institutions providing child-related services;</p> <p>WA Police Force to replace and enhance recording equipment to interview children and to digitise historical criminal records to improve WWC check processes; and</p> <p>Ombudsman to progress work on recommendations related to a reportable conduct scheme for WA.</p>	<a href="https://www.mediastatements.wa.gov.au/Pages/McGowan/2019/05/Mandatory-reporting-legislation-to-be-extended-to-ministers-of-religion.aspx">https://www.mediastatements.wa.gov.au/Pages/McGowan/2019/05/Mandatory-reporting-legislation-to-be-extended-to-ministers-of-religion.aspx</a>

