

7.2.5 CHILD SAFETY

PURPOSE STATEMENT

The purpose of this policy is to:

- Ensure that all staff, volunteers, contractors and students give the highest priority to the promotion and protection of a child's safety, health, development, education and well-being in accordance with the Children, Youth and Families Act 2005 and Crimes Amendment (Protection of Children) Act 2014
- Ensure that Windermere has procedures in place that regard a child's best interests as paramount
- Ensure that Windermere has procedures in place to inform clients of our commitment to the wellbeing of children and our reporting process in regard to child protection concerns
- Guide all staff, volunteers, contractors and students on acceptable behaviour and appropriate boundaries when working with children
- Ensure all staff, volunteers, contractors and students understand and share our commitment to this principle
- Increase awareness and emphasis on the importance of child wellbeing
- Express the consequences and actions Windermere will take in the case of a breach of this policy
- Educate and protect staff through promoting safe interactions with children.

SCOPE

This policy applies to all salaried full time and part time staff (including casuals), volunteers, contractors and students.

DEFINITIONS

Child: is regarded to be any person under the age of 18, regardless of the age of consent.

Physical Abuse: occurs when a person purposefully injures or threatens to injure a child or young person. This may take the form of slapping, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures.

Emotional Abuse: is an attack on a child or young person's self esteem. It can take the form of name calling, threatening, ridiculing, intimidating or isolating the child or young person.

Neglect: is failure to provide the child with the basic necessities of life, such as food, clothing, shelter and supervision, to the extent that the child's health and development are placed at risk.

Sexual Abuse: occurs when any person uses their authority over the child to involve the child in sexual activity in both contact and non contact categories (including exploitation).

Cumulative Harm: increasing and/or collective patterns of harm to a child's safety, stability and development.

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Significant Harm: Significant harm is a compilation of events, both acute and long standing, which interact with the child's ongoing development and interrupt, alter or impair physical and psychological development.[†]

Bullying: is the inappropriate use of power by an individual or group, with an intent to injure either physically or emotionally. It is usually deliberate and repetitive. The bullying may be:

- Physical - pushing, hitting, punching, kicking or any other action causing hurt or injury
- Verbal - insults, taunts, threats and ridicules
- Psychological - physical intimidation and ostracism.

Exposure to Domestic Violence: occurs when children and young people witness or experience the chronic domination, coercion, intimidation or victimisation of one person by another by physical, sexual or emotional means within intimate relationships (adopted from the Australian Medical Association definition).

The term 'Notification' is superseded by 'Protective Intervention Report'.

Mandatory report: A report made to Child Protection by a mandated reporter (medical practitioner, registered nurse, registered school teacher, principal, police) that is based on a reasonable belief that a child is in need of protection from sexual abuse or physical injury.

Criminal Record: a record of crimes for which a person has pleaded guilty or been found guilty, and sentenced.

Court Record: the documented outcome of all matters dealt with in court. Once a matter is finalised, the outcome becomes a public record for access by persons with good reason.

Indictable Offence: a serious offence tried in the County or Supreme Courts over which a Judge presides and a Jury decides the case on the evidence presented. To give evidence as a witness in either of these two courts a person will receive a subpoena.

Summary Offence: a less serious or minor offence dealt with in a Magistrates Court of summary jurisdiction. It is dealt with 'summarily' and if a person is to give evidence as a witness in this court they receive a summons.

POLICY STATEMENT

THAT ALL WINDERMERE STAFF, VOLUNTEERS, CONTRACTORS AND STUDENTS ENSURE THE RIGHTS AND WELLBEING OF CHILDREN AND YOUNG PEOPLE ARE MAINTAINED AND A CHILD-SAFE ENVIRONMENT IS PROVIDED WHILST PARTICIPATING IN OUR SERVICES.

PROCEDURES – SAFETY SCREENING STAFF/VOLUNTEERS/CONTRACTORS

1. Windermere is proactive in building a Child Safe Framework through promoting child safe messages in all internal and external job advertisements, Internet postings and newspaper advertising. All staff and volunteers are to undergo safety screening questions at the interview stage to ascertain the candidate's suitability to child related work.

[†] Bentovin, A (1991), cited in Daniel, Wassell and Gilligan (1999)

2. Windermere will undertake structured referee checks for all staff, volunteers and contractors to assess the applicant's suitability to the position, in accordance with the organisation's *Staff Recruitment Policy*.
3. New staff / volunteers / contractors will be asked to complete a *Consent to Employment Screening Declaration* form to authorise a Criminal History Record Check and a Working with Children Check prior to commencement. All formalised offers of employment or volunteer work are made subject to the results of the Police Check and Working with Children Check (refer to the *Police Check and Working with Children Check* policy).
4. In line with DHHS Safety Screening policy (March 2015), all job applicants are asked at the interview stage if they have resided continuously in an overseas country for 12 months or more in the past 10 years. If this criteria does apply, an International Police Check is conducted as part of the employment process (refer to Recruitment policy for more details).
5. If a staff member is accused of a serious offence following engagement, refer to the *Disciplinary Procedure*.

PROCEDURES – REPORTING PROCESS

Who should report concerns?

Windermere staff (including Board members), volunteers, students and contractors.

What are protective concerns?

Concerns about a child because:

- A child has disclosed abuse or neglect (as per definitions above)
- Indicators of abuse or neglect have been observed (as per definitions above). NOTE: abuse or neglect indicators may be observed whilst at work or when participating in community life (external to one's professional role).

Referring to Child FIRST or reporting to Child Protection

A person may form a belief on reasonable grounds that a child is in need of protection after becoming aware that a child or young person's health, safety or wellbeing is at risk and the child's parents are unwilling or unable to protect the child.

There may be reasonable grounds for believing a child or young person needs protection if:

- a child or young person states that they have been physically or sexually abused
- a child or young person states that they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves)
- someone who knows the child or young person states that the child or young person has been physically or sexually abused
- a child shows signs of being physically or sexually abused
- the staff member is aware of persistent family violence or parental substance misuse, psychiatric illness or intellectual disability that is impacting on the child or young person's safety, stability or development
- risk to unborn child.

At all times Windermere personnel must remember to:

- Record observations as per Case Notes policy
- Follow organisational protocols and legislation

POLICY & PROCEDURE MANUAL OPERATIONAL



- Consult notes and records
- Consult with Service Manager, colleagues and other agencies as necessary

STEP 1 – RESPONDING TO CONCERNS

If your concerns relate to a child in need of immediate protection; or you have formed a belief that a child is at significant risk of harm **Go to Step 4**

NOTE: a child is considered as being in need of immediate protection if you have formed the belief that the child has suffered or is at risk of suffering significant harm and/or you are in doubt about the child's safety and the parent's ability to protect the child. Refer to 'Intranet: Service Delivery Guides' tab for definitions of child abuse and indicators of harm.

For all other protective concerns go to Step 2.

STEP 2 – FORMING A BELIEF ON REASONABLE GROUNDS

1. Consider the level of immediate danger to the child. Ask yourself
 - a) Have I formed a belief that the child has suffered or is at risk of suffering significant harm? **YES / NO** and
 - b) Am I in doubt about the child's safety and the parent's ability to protect the child? **YES / NO**
2. If you answered yes to a) or b) Go to Step 4
3. If you have significant concerns that a child and their family need a referral to Child FIRST for family services **Go to Step 3**

STEP 3 – MAKING A REFERRAL TO CHILD FIRST

(Child Wellbeing Referral)

1. Consult with your Manager and/or Supervisor
2. Contact your local Child FIRST provider:

South East Family Services
ChildFIRST- 9705 3939
3. Have notes ready with your observations, and child and family details.

STEP 4- MAKE A REPORT TO CHILD PROTECTION

(Protective Intervention Report)

1. Consult immediately with your Manager and/or Supervisor.
2. Contact the Southern Region Child Protection Intake Unit as a matter of urgency on **1300 655 795** (For After Hours Child Protection Emergency Services, call **131 278**)
3. Have notes ready with your observations, and child and family details.

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When concerns should be reported?

As soon as practical after forming the belief that a child is in need of protection and after each occasion on which the staff member believes there are further reasonable grounds for the child requiring protection.

Under the Crimes Amendment (Protection of Children) Act 2014, the 'Failure to disclose' offence (which came into effect on 27 October 2014) applies to any adult who holds a reasonable belief that a sexual offence has been committed by an adult against a child in Victoria. This applies to all adults, not just professionals who work with children and requires a report to be made to Police (see attached Factsheets for further details including some exemptions for reporting).

The 'Failure to protect' offence (which came into effect on 1 July 2015) applies to people within organisations who knew of a risk of child sexual abuse by someone in the organisation and had the authority to reduce or remove the risk, but negligently failed to do so (see the attached factsheet for further details).

Do I need to complete a DHHS Incident Report?

DHHS funded services are required to proceed with DHHS incident reporting requirements, where they believe an incident, relating to the protective concerns of a child, is reportable (in accordance with DHHS Critical Client Incident Management Summary Guide and Categorisation Table 2011). All category one incidents which involve or impact on clients of the service (including actions or behaviours that cause harm and require subsequent medical attention or the emergence of a 'pattern' of unexplained and/or concerning injuries or alleged sexual assault) are reportable to DHHS. ‡

Should parents/guardians be informed of a Protective Intervention Report?

If a child has disclosed abuse, and informing a parent/guardian would not pose a risk to the child's safety or wellbeing, contact should be made with the parent/guardian and their attendance requested. Contact should then be made with Child Protection.

NOTE: For a 'Step-by-Step Guide to Making a Report to Child Protection or Child FIRST' refer to the Service Delivery Guides tab on the intranet.

What if the concern involves a member of staff (including Board), volunteer, contractor or student?

All Windermere personnel are obligated to report to their supervisor any concerns regarding an adult linked with the organisation[§] that poses a risk of committing a sexual offence against a child in our care, supervision or authority. The legislation requires immediate action by the supervisor to ensure the child's safety is immediately secured and the risk reduced or removed (and not just relocated to another location or role where they still have contact with children) .

Internal procedures for addressing concerns are to involve immediate isolation from children pending a discussion between the Service Manager and the person involved, and grievance/disciplinary procedures (where applicable).

In instances where a child's safety or wellbeing is identified as having been compromised, Child Protection is to be contacted (or the Police in critical situations), and the person in question is to be

‡ Child FIRST and Family Services Policy & Practice Advice: Critical Client Incident Management Instruction 2011

§ Employee, Board member, contractor, volunteer, students.

suspended pending an investigation. During the investigative process, this person is not permitted in the building or grounds of any Windermere site.

1. Internal procedures (post investigation) to be followed by the relevant Manager, may include (depending on outcome):
 - No further action if investigative processes have proven allegations to be unfounded
 - Ongoing monitoring and performance review where behaviours or practices require modification
 - Disciplinary proceedings where the Code of Conduct has been breached
 - Documenting the process through case notes and completing a DHHS Incident Report.
2. The details of an incident regarding staff, Board, contractors, volunteers or students are to be reported to both Directors by the relevant manager as soon after the event as is practicable, to enable them to determine the most immediate and appropriate action to be undertaken.

Mandatory Reporting

1. The Children, Youth and Families Act 2005 requires that all registered medical practitioners, registered nurses, registered school teachers / principals, and members of the Victorian Police, make a report to Child Protection if they reasonably believe that a child is in need of protection from sexual abuse or physical injury. Failure to do so may lead to prosecution.
2. Whilst staff of Windermere (with the exception of those registered professionals listed above) are **not mandated** to report child abuse, they are **expected to make a report** to Child Protection if a client, or child of a client requires protection from sexual abuse or physical injury. For further information on the reporting process, refer to *Reporting Concerns - Support Guide for CSOs; Mandatory Reporting for Health Professionals* (refer Service Delivery Guides tab on intranet).

Confidentiality

With all Protective Intervention Reports, the names of people involved and the details will remain confidential. Anyone making a Report is obliged to discuss the matter only with their Manager or Team Leader and should not discuss it with anyone else. Only the Manager or Team Leader, the child or young person (if appropriate), the parents or guardians (if appropriate), and the accused in the matter will be informed of the Report. Details will be released on a 'need to know' basis as required by law.

Good Practice

1. Windermere staff, Board, volunteers, contractors and students are bound by Windermere's Codes of Conduct (Board and employees) whilst formally engaged with the organisation. These Codes provide a framework based on legislation and good practice principles, for promoting and protecting the rights of consumers, and defining appropriate staff/volunteer/contractor/student behaviours, image, communications and practices.
2. We expect that Windermere personnel in contact with children in our care will act in accordance with the Children, Youth and Families Act 2005 / Best Interest Principles (to access Best Interest Principles refer to *Intranet, Service Delivery Guides* tab).

RELEVANT LEGISLATION / STANDARDS

- QIC Health and Community Services Standards
- Human Services Standards

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- National Quality Framework for Early Childhood Education and Care Services including:
 - Education and Care Services National Law 2011
 - Education and Care Services National Regulations 2011
- Victims of Crime Service Standards
- Children, Youth and Families Act 2005
- Working with Children Act 2005 (Vic)
- Crimes Amendment (Protection of Children) Act 2014

RELATED POLICIES & LINKS

- Windermere's Policy and Procedure Manual:
 - Disciplinary Process
 - Incident Management & Reporting Policy
 - DHHS incident reporting instructions

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Failure to Disclose Fact Sheet

BETRAYAL OF TRUST: FACTSHEET

The new 'failure to disclose' offence

Reporting child sexual abuse is a community-wide responsibility. Accordingly, a new criminal offence has been created in Victoria that imposes a clear legal duty upon all adults to report information about child sexual abuse to police.

Any adult who forms a reasonable belief that a sexual offence has been committed by an adult against a child under 16 has an obligation to report that information to police. Failure to disclose the information to police is a criminal offence.

1. What is a 'reasonable belief'?

A 'reasonable belief' is not the same as having proof. A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds.

For example, a 'reasonable belief' might be formed when:

- a child states that they have been sexually abused
- a child states that they know someone who has been sexually abused (sometimes the child may be talking about themselves)
- someone who knows a child states that the child has been sexually abused
- professional observations of the child's behaviour or development leads a professional to form a belief that the child has been sexually abused
- signs of sexual abuse leads to a belief that the child has been sexually abused.

2. Are there any excuses for not reporting child sexual abuse to police?

A person will not be guilty of the offence if he or she has a **reasonable excuse** for not disclosing the information. A reasonable excuse includes:

- fear for safety
- where the information has already been disclosed.

› Fear for safety

A reasonable excuse exists in cases where a person has a reasonable fear for their own safety or the safety of another person (such as a child or another family member) and they do not report to police due to those circumstances.

This defence may apply, for example, if a mother decides not to disclose information about her partner sexually abusing her child due to fear of violence to her or her child.

The person's fear must be subjectively reasonable, that is, it must be reasonable from the perspective of that person in those circumstances. This recognises that the person in question is best placed to judge whether their safety is in danger.

The court or jury will consider whether it was reasonable for the person not to report in the circumstances.

› Where the information has already been disclosed

It is a reasonable excuse to not disclose where a person believes on reasonable grounds that the information has already been disclosed to police and they have no further information to add.

BETRAYAL OF TRUST: FACTSHEET

An important example of this exception is where the person has already made a report under the mandatory reporting obligation specified in the *Children, Youth and Families Act 2005*. This obligation requires teachers, doctors and other professionals to report concerns about child welfare to child protection authorities within the Department of Human Services (DHS).

Under the existing mandatory reporting system, DHS already passes on all allegations of child sexual abuse to police, so it will be a reasonable excuse for not reporting to police if a person has made a report to DHS or reasonably believes a report has been made to DHS. This ensures that people are not required to make multiple reports to different agencies.

3. What is not a reasonable excuse?

A person does not have a reasonable excuse for failing to disclose sexual abuse if they are only concerned for the perceived interests of the perpetrator or any organisation. 'Perceived interests' includes reputation, legal liability or financial status.

For example, a principal's concern for the reputation of a school, or a clergyman's concern for the reputation of a church where the abuse happened will not be regarded as a reasonable excuse.

4. Are there any other exemptions to the offence?

There are a number of other exemptions, which include:

- the victim requests confidentiality
- the person is a child when they formed a reasonable belief
- the information would be privileged
- the information is confidential communication
- the information is in the public domain
- where police officers are acting in the course of their duty.

➤ The victim requests confidentiality

The new offence respects the position of a victim who does not want the offending disclosed and who is sufficiently mature to make that judgment. The obligation to report therefore does not apply where the information comes from a person aged 16 or over and this person requests that the offence not be reported. The law recognises that a child under 16 is not able to make this kind of decision and sometimes lacks the capacity to fully understand the effects of sexual abuse.

A person will still be required to disclose information to police if:

- the victim who requested confidentiality has an intellectual disability, and
- the victim does not have the capacity to make an informed decision about a disclosure, and
- the person who received the information is aware or should be reasonably aware of those facts.

➤ The person is a child when they formed a reasonable belief

If a person was under the age of 18 when they formed a reasonable belief, they will not be obliged to make a disclosure when they turn 18. This protects children from the burden of knowing that they will have to disclose to police when they turn 18.

➤ The information would be privileged

People will not be required to disclose where the information would be privileged. This includes:

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- client legal privilege
- journalist privilege
- religious confessions.

For example, if a priest obtains information made in good faith through a rite of confession (as long as the admission is not given for a criminal purpose), the priest is exempt from disclosing.

› The information is confidential communication

A registered medical practitioner or counsellor is not required to disclose information to police if the information is obtained from a child whilst providing treatment and assistance to that child in relation to sexual abuse. However, under the mandatory reporting obligations, a registered medical practitioner would still be required to report to DHS if they form a reasonable belief that a child has been sexually abused and is in need of protection. This exemption is not designed to prevent the reporting of child sexual abuse, but rather to protect the registered medical practitioner or counsellor from criminal liability.

If an adult provides information to a medical practitioner or counsellor regarding the sexual abuse of a child, the medical practitioner or counsellor would be required to disclose that information to police unless another exemption applies.

› The information is in the public domain

A person does not have to disclose to police if they get the information through the public domain, or form the belief solely from information in the public domain such as television or radio reports.

› Where police officers are acting in the course of their duties

A police officer acting in the course of their duty in respect of a victim of child sexual abuse is exempt from the offence.

5. If it is going to be compulsory for everyone to report child sexual abuse, why are there exemptions?

We need to ensure that in creating this legal obligation, we do not put children and their families at even greater risk of harm, especially those who may be experiencing family violence.

6. Won't child sexual abuse continue to occur if exemptions are allowed?

There is currently no requirement for people to report child sexual abuse to police, so introducing this new legal obligation is a big step towards preventing child sexual abuse in our community and ensuring people understand that it is a community-wide responsibility.

Certain exemptions are required to avoid any unintended consequences of this new obligation. It is not intended, for example, that this offence criminalise victims of family violence who don't report due to fear for their own or someone else's safety.

For example, women in family violence situations may have a reasonable fear for the safety of their child or another family member, especially in cases where threats have already been made. They may fear that making a report to police will escalate the situation, putting their child or another family member at even greater risk of harm – or even death.

Preventing the sexual abuse of children is a community responsibility. Other people connected with the child will still be required to make a report, unless they have a reasonable excuse not to do so.

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7. Won't this offence discourage people from seeking help where they have experienced child sexual abuse?

The law will not require a medical practitioner or counsellor to disclose information to police when it has been obtained from a victim during treatment for sexual abuse.

Disclosures for the purpose of obtaining legal advice will also be protected by client legal privilege. There are also other exemptions which have been listed above.

8. The offence requires 'any adult' to report suspected child sexual abuse. Isn't this too broad? Won't it lead to people reporting unfounded suspicions?

The offence requires a person to report to police where they have information that leads them to form a 'reasonable belief' that a sexual offence has been committed against a child under 16. Under the offence, people will not be expected to disclose unfounded suspicions as a suspicion does not constitute a 'reasonable belief'.

The failure to disclose offence is a big step towards preventing child sexual abuse in our community and ensuring people understand that protecting children and preventing sexual abuse is a community-wide responsibility.

9. How will I be protected if I make a disclosure to police?

Your identity will remain confidential unless:

- you disclose it yourself or you consent in writing to your identity being disclosed
- a court or tribunal decides that it is necessary in the interests of justice for your identity to be disclosed.

10. Will any person who knows of child sexual abuse happening in the past be required to report?

A person who knows of child sexual abuse having occurred in the past will not have to report to police unless the victim is still a child when the offence comes into effect.

11. What is the penalty for failing to disclose child sexual abuse?

The maximum penalty is three years imprisonment.

12. When will the failure to disclose offence take effect?

27 October 2014.

13. How do I contact Victoria Police to make a report?

If you want to report a child in immediate risk or danger of sexual abuse please call [Triple Zero \(000\)](tel:000). Alternatively, you can [contact your local police station](#).

If you or someone you know has experienced child sexual abuse in an institutional context, we encourage you to contact Victoria Police's Sano Taskforce via email at sanotaskforce@police.vic.gov.au

Failure to Protect Fact Sheet



BETRAYAL OF TRUST: FACT SHEET

New criminal offence to protect children from sexual abuse

What is the offence?

A new criminal offence for failing to protect a child under the age of 16 from the risk of sexual abuse commenced on 1 July 2015.

The offence requires a person in a position of authority to reduce or remove the risk of sexual abuse of a child by an adult associated with their organisation.

A person in a position of authority in the organisation will commit the offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently failed to do so.

Who does the offence apply to?

The offence applies to a person in authority in any organisation that exercises care supervision or authority over children. This includes certain Department of Health & Human Services staff and those working or volunteering for other organisations, including organisations that are not funded by the department.

A person in authority is someone who, by reason of their position within an organisation, has the power or responsibility to reduce or remove a substantial risk of child sexual abuse.

Examples of people in authority may include residential house supervisors, chief executive officers, board, council or committee members, school principals, service managers and religious leaders. It may also apply to people with less formal involvement in an organisation. For example, a volunteer parent coach responsible for the supervision of a junior sports team may be a person in authority, even if their role is informal or limited.

Who is a 'person associated with' an organisation?

The offence requires a person in authority to act if they know that a *person associated with their organisation* poses a substantial risk of child sexual abuse. This definition does **not** include a person solely because they receive services from the organisation. Examples include:

- Registered adult sex offenders who are receiving services from the department are *not* considered to be associated with the organisation solely because they are a client of the department. This means that the offence does not apply to risks posed by these clients.
- A parent living in the community who is involved with child protection services or who has a child in out-of-home care, and who may pose a risk of sexual abuse to a child, would *not* be considered to be 'associated with' the department under the offence.

The offence relates to risk of sexual abuse by adults. Therefore, a child under the age of 18 who poses a risk of abusing other children would *not* be covered by this offence.

However, staff should continue to comply with departmental standards, screening requirements, program requirements and policies on preventing, reporting and responding to child abuse, for example:

- [Critical Client Incident Management Instruction](#); and

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- [Instruction on Responding to Allegations of Physical or Sexual Assault](#) (RAPSA).
- [Incident Reporting Instruction \(May 2013\) \(Health\)](#) (for non-VHIMS reporting organisations)
- [Victorian Health Incident Management Policy \(Health\)](#) (for VHIMS reporting organisations).

Sports and recreation organisations can also refer to the [Victorian Code of Conduct for Community Sport](#) and [VicSport 'Safeguarding Children'](#) websites for resources about creating child-safe organisations.

Why is this offence being introduced?

This offence will encourage organisations to actively manage the risks of sexual offences being committed against children in their care and further protect them from harm.

The Victorian Government is strengthening laws to protect our children from sexual abuse and exposure to sexual offenders in response to *Betrayal of Trust*, the report of the Inquiry into Child Abuse by Religious and other Non-Organisations. This is in recognition of the shared community responsibility to protect children from abuse and to provide a safe environment for children.

Examples of organisations in scope of the offence

The offence applies to people in authority within a *relevant organisation*. A relevant organisation is one that exercises care, supervision or authority over children, whether as part of its primary function or otherwise. This includes organisations that are not funded by the Victorian Government.

Some examples of the types of organisations that fall within scope of the offence include:

- Churches and religious bodies
- education and care services (such as childcare centres, family day care services, kindergartens and outside school hours care services)
- licensed children's services such as occasional care services
- schools and other educational institutions
- organisations that provide accommodation to children and young people, such as boarding schools and student hostels
- out-of-home care services
- community service organisations providing services for children
- hospitals and other health services
- government agencies or departments providing services for children
- municipal councils (for example those that deliver Maternal and Child Health services)
- sporting groups and youth organisations
- charities and benevolent organisations providing services for children.

Further information

Further information about the offence is available on the Department of Justice & Regulation website at: <http://www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/failure+to+protect+offence>. Alternatively you can contact childsafestandards@dhhs.vic.gov.au.