

Children and Young People Risk Management and Abuse Reporting Policy

Aim and Justification

This policy describes Relationships Australia Tasmania's (RA Tas) risk management strategies and reporting mechanisms which seek to safeguard children and young people from abuse or neglect (including sexual abuse).

According to the Australian Institute of Family Studies (AIFS) as many as one in three women and one in twelve men experience some form of sexual abuse as a child. Furthermore, the Royal Commission into Institutional Responses to Child Sexual Abuse has identified that there is not only opportunity for children to be abused in their own homes and social circles, but also in the organisations they spend time in.

This policy defines the roles and responsibilities of all our employees, volunteers, students and contractors to protect children from abuse and neglect. It provides information on the appropriate actions which are to be taken when a child or young person has been abused or has suffered neglect, or when there are reasonable grounds to believe this is likely to occur.

Our Board of Directors approves and endorses RA Tas's commitment to zero tolerance of child abuse and to safeguard children and young people from abuse and neglect and approved and endorses the Children and Young People Risk Management and Abuse Reporting Policy and Procedure.

Through the implementation of this policy, utilising the Children and Young People Risk Management and Abuse Reporting Procedure we will meet relevant state and federal laws relating to safeguarding children and young people.

Scope

This policy applies to all RA Tas Board members, employees, volunteers, students and contractors and includes all forms of abuse and neglect.

Policy

Our Commitment

RA Tas is committed to promoting and protecting the best interests of children and young people involved in its programs. We believe that all children and young people, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, family or social background, have equal rights to protection from abuse, and neglect (including sexual abuse).

RA Tas recognises the overlapping systems of inequality and discrimination based on culture, aboriginality, ethnicity, socioeconomic status, ability and age which may intersect and affect the experience and specific needs of LGBTIAQ+ children and young people and increase their risk of abuse. RA Tas is committed to maintaining an environment that promotes equality, safety



and respect for children and young people. Where children and young people do not need to change to avoid discrimination, harassment, or culturally unsafe behaviour.

All board members, employees, volunteers, students and contractors have a responsibility to take reasonable action to ensure that any child or young person engaged in our services or programs is protected from abuse and neglect. Everyone connected with RA Tas has a responsibility to immediately report any information about suspected child abuse or neglect in line with federal and state laws.

Expectations

RA Tas expects that employees, volunteers, students and contractors:

- Have read and understood the Children and Young People Risk Management Procedure;
- Are aware of their obligations to report any concerns in line with relevant laws;
- Understand their obligation to observe the *Code of Conduct and Safeguarding Code of Conduct – Practice and Behaviour Guidelines* as they relate to child safety;
- Provide an environment that is supportive of all children’s emotional and physical safety;
- Understand and implement strategies to detect and prevent child abuse and neglect,

RA Tas meets these expectations by ensuring that all concerns are responded and reported to the relevant child safety authorities and/or the Police.

Strategies

RA Tas monitors its programs, the physical, social and online environments around which they are delivered to identify issues that may expose children or young people to abuse or neglect. We assess the likelihood and probable impact of these concerns and employ a range of preventative strategies to manage and minimise the risk of offending behaviour towards children and young people. These include developing and implementing:

- rigorous screening and selection processes to eliminate potential offenders and to identify people with the correct values to work with children;
- a code of conduct;
- a code of ethics;
- Safeguarding Code of Conduct – Practice and Behaviour Guidelines;
- training and supervision activities to develop staff skills;
- strategies to identify and respond to unprofessional relationships and grooming behaviours between children and young people and adults;
- programs to develop family strengths;
- child risk assessments;
- strategies to ensure children and young people have access to transparent and clear information regarding their rights and healthy relationships;
- procedures to reporting and acting upon risks or concerns.

We believe that the collective implementation of these strategies can significantly contribute to the safety of children and young people.



The implementation of this policy will be monitored and evaluated by our Chief Executive Officer and Senior Management Group.

A shared responsibility to report any concern

RA Tas board members, employees, volunteers, students and contractors are expected to acknowledge their legal and moral obligation to ensure the safety and wellbeing of children or young people associated with the organisation.

Everyone working at RA Tas has a direct or indirect responsibility to ensure that children are protected from abuse and neglect. Everyone connected with RA Tas has a responsibility to report any information about suspected child abuse and neglect (including sexual abuse). This expectation applies regardless of whether the person has statutory mandatory reporting responsibilities or not.

RA Tas describes these responsibilities in the *Code of Conduct*, *Safeguarding Code of Conduct - Practice and Behaviour Guidelines* and *Reporting Issues of Significance Policy*.

Obligation to internally report

RA Tas expects that any employee, volunteer, student or contractor will report any allegation or suspected incident relating to the abuse (including the sexual abuse) of a child or young person. This expectation applies regardless of whether the person has statutory mandatory reporting responsibilities or not.

RA Tas describes these responsibilities in the *Children and Young People Risk Management and Abuse Reporting Procedure*, *Code of Conduct*, *Safeguarding Code of Conduct*, *Practice and Behaviour Guidelines*, *Responding to Reportable Client Matters Policy* and *Reporting Issues of Significance Policy*. These policies and procedures comply with the *Children, Young Persons and Their Families Act 1997*, *The Child and Youth Safe Organisations Act 2023*. These Acts provide a penalty of a fine for individuals who do not report their suspicions of child abuse and neglect.

Failure to report suspicions or suspected incidents of abuse of a child or young person is viewed by RA Tas as serious misconduct and ground for disciplinary action, which may include dismissal.

All allegations of abuse are reported to the relevant agencies identified within local state legislation or to the police if the child or young person is at imminent risk of harm or abuse. RA Tas will also make a report to the Australian Childhood Foundation and the Tasmanian Reportable Conduct Scheme if an allegation of child abuse is made against one of our employees or volunteers.

Definitions

Definitions are included in Appendix 1

Related policies and procedures

This policy is supported by the following RA Tas policies:



- Children and Young People Risk Management and Abuse Reporting Procedure
- Code of Conduct
- Code of Ethics
- Safeguarding Code of Conduct – Practice and Behaviour Guidelines
- Police Check and Working with Children Registration Policy and Procedures
- Reporting Issues of Significance Policy
- Responding to Reportable Client Matters Policy

References

The relevant legislation, standards and references that apply to this policy include:

- Children, Young Persons and Their Families Act 1997 –
- The Child and Youth Safe Organisations Act 2023 –

Appendix 1

Term	Definition
Bullying	<p>Bullying involves the inappropriate use of power by one or more persons over another less powerful person or group and is generally an act that is repeated over time. Bullying has been described by researchers as taking many forms which are often interrelated and include:</p> <ul style="list-style-type: none"> • <i>Verbal</i> (name calling, put downs, threats); • <i>Physical</i> (hitting, punching, kicking, scratching, tripping, spitting); • <i>Social</i> (ignoring, excluding, ostracising, alienating); and/or • <i>Psychological</i> (spreading rumours, stalking, dirty looks, hiding or damaging possessions).
Child or Young Person	A person under the age of eighteen years.
Safeguarding Code of Conduct – Practice and Behaviour Guidelines	<p>The Safeguarding Code of Conduct – Practice and Behaviour Guidelines aim to identify and prevent behaviour that may be harmful to children and young people in our support service communities.</p> <p>The Safeguarding Code of Conduct outlines what is and is not acceptable behaviour or practice when working or engaging with children and young people.</p>
Direct role in providing activities, programs and services to children and young people	A direct role is considered one that has contact with children and young people that is not incidental, but normally part of providing a service, program or activity for children and young people. This direct delivery may require regular physical contact and forms of ongoing communication. For example, coaching.



Emotional or psychological abuse	Can occur where the behaviour of their parent or caregiver damages the confidence and self- esteem of the child or young person, resulting in serious emotional disturbance or psychological trauma. This can include a range of behaviours such as excessive criticism, withholding affection, exposure to domestic violence, intimidation or threatening behaviour.
Family Violence	<p>Family violence occurs when children or young people are forced to live with violence between adults in their home. It is harmful to children or young people. It can include witnessing violence or the consequences of violence. Family violence is defined as violence between members of a family or extended family or those fulfilling the role of family in a child or young person's life.</p> <p>Exposure to family violence places children and young people at increased risk of physical injury and harm and has a significant impact on their wellbeing and development.</p>
Grooming	Grooming is when a perpetrator of abuse builds a relationship with a child or young person with a view to abusing them at some stage. There is no set pattern to groom a child or young person. For some perpetrators, there will be a lengthy period before the abuse begins. The child may be given special attention and, what starts as an apparently normal display of affection, such as cuddling, can develop into sexual touching or masturbation and then into more serious sexual behaviour. Other perpetrators may draw a child or young person in and abuse them relatively quickly. Some abusers do not groom children but abuse them without forming a relationship at all. Grooming can take place in any setting where a relationship is formed, such as leisure, music, sports and religious activities, or in internet chatrooms, social media or by other technological channels.
Harm	<p>Harm to a child or young person, is defined as any detrimental effect of a significant nature on the child's physical, psychological, or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by:</p> <ul style="list-style-type: none"> physical, psychological, or emotional abuse or neglect sexual abuse or exploitation a single act, omission, or circumstance; and a series or combination of acts, omissions, or circumstances.



Neglect	<p>Neglect is the persistent failure or deliberate denial to provide the child or young person with the basic necessities of life. Such neglect includes the failure to provide adequate food, clothing, shelter, clean water, medical attention or supervision to the extent that the child or young person's health and development is, or is likely to be, significantly harmed.</p> <p>Categories of neglect include physical, medical, abandonment or desertion, emotional and educational neglect. The issue of neglect must be considered within the context of resources reasonably available.</p>
Personnel	All staff, volunteers and students who work for the organisation whether in a paid or unpaid capacity.
Physical Abuse	<p>Physical abuse occurs when a person subjects a child or young person to nonaccidental physically aggressive acts. The abuser may inflict an injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a child or young person. Physically abusive behavior includes (but is not limited to) shoving, hitting, slapping, shaking, throwing, punching, biting, burning, excessive and physically harmful over training, and kicking. It also includes giving children or young people harmful substances such as drugs, alcohol or poison. Certain types of punishment, whilst not causing injury can also be considered physical abuse if they place a child or young person at risk of being hurt.</p>
Sexual Abuse	Sexual exploitation occurs when children or young people are forced into sexual activities that are then recorded in some way and/or used to produce pornography.
Sexual Exploitation	<p>Such pornography can be in the form of actual photos or videos or published on the exploitation internet.</p> <p>Exploitation can also involve children or young people who are forced into prostitution.</p>

Approval and Endorsement

Approved By:	Michael Kelly (Chief Executive Officer)
Date of Approval	02/12/25
Approved and Endorsed By	Board of Relationships Australia Tasmania
Date of Endorsement:	02/12/2025
Review Date:	Oct 2026

