

Scouts Australia

DRAFT Child Protection Policy

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1. INTRODUCTION

Scouts Australia, is incorporated by Royal Charter. It represents the National Scout Organisation in Australia through its membership of the World Organisation of the Scout Movement. Scouts Australia conforms to the principles upon which Scouting is based worldwide and expressed in the Constitution of the World Organisation of the Scout Movement.

This Policy provides overarching Child Protection guidance for all Scout Branches and represents the minimum standard required notwithstanding the existence of individual State based Child Protection Legislation. Where State-based Legislation mandates prescribed actions or impose a higher level of responsibility, State and Territory Branches are to conform to the requirements of their jurisdiction.

2. STATEMENT OF POLICY PURPOSE

This Child Protection Policy (the Policy) supports the rights and welfare of all Scouts members, volunteers and staff and encourages their involvement in creating and maintaining a safe, aware and welcoming environment. This Policy also provides the Scouts Australia benchmark for 'Child Protection' for all State and Territory Branches and forms the basis for the necessary frameworks and procedural policies developed by them to conform to their own legislative jurisdictions.

The safety and welfare of children is of paramount concern to Scouts Australia. The policy aims to provide guidance to assist Scouts members, volunteers and staff to implement best practice in Child Protection with the aim of minimizing the risk of harm to children and promotes their participation and wellbeing.

It is the view of Scouts Australia that every person has a moral and/or legal responsibility to help prevent and report suspected child abuse. At the same time, responding to allegations of abuse must be undertaken with the utmost sensitivity and confidentiality.

3. SCOPE

This Policy applies to Scouts Australia adults, members and associates, uniformed and non-uniformed, volunteers including consultants and contractors who work within the Scout movement. It also applies to all staff and any sub-entity and/or workplaces.

This policy should be read in conjunction with the Scouts Australia Policy and Rules and the Code-of-Conduct contained therein. The Scouts Australia Policy and Rules and Code-of-Conduct will refer to this Policy as the primary Child Protection reference.

For the purposes of this Policy, all Scout personnel will be referred to as Scout Members. The Policy operates across all Scouting operations and activities, age groups and locations.

4. POLICY DEFINITIONS

The following definitions apply to this Child Protection Policy.

- **Child** – any person under the age of 18.
- **Child Abuse** – is an act or omission which endangers a child's physical or emotional health or development. Child abuse can be a single incident, or take place over time.
- **Disclosure** - A disclosure is when a child tells someone that he or she feels unsafe or has been harmed. A disclosure can also be made by adults including parents, carers, or any person in contact with the child, where that person reveals that they believe a child has been harmed or is likely to be harmed.
- **Mandated Scouts Australia Members** – all members, volunteers, staff, consultants and contractors that may be mandated to make Child Protection Reports by each Branch.
- **Scouts Activity** – any and all forms of work or programs organised by Scout Members. For example: Camps, Outdoor Activities, Events, Scout Hall activity, Hikes etc.
- **Scout Branches** – The State and Territory legal entities through which the Scout Program is delivered.
- **Scout Leader** – a Scout member responsible for leading the Scouts Activity.
- **Staff** – a paid Scout employee.

- **Volunteer** – unpaid member or helper delivering and/or assisting with the delivery of the Scout program and/or supporting Scouting operations in any way.
- **Regular Adult Helpers** – those adults that may not be ‘warranted’ but that assist in the delivery of the Scout Program on more than 10 occasions per year (example all performing arts helpers).
- **Scouts Child Protection Officers** – every adult Leader, helper and senior staff member in Scouting is a ‘child protection officer’. In this sense, the Scout State HQ the primary Child Protection support structure. Additionally, Branches may designate certain Leaders and/or that are available and responsible to provide advice in any Child Protection situation.
- **National and Branch Council** – the governing bodies of the Association at the National and State and Territory levels.

5. SCOUTS COMMITMENT TO CHILD SAFETY AND WELLBEING

Scouts Australia and all State Branches have a Duty of Care to all members of the movement and their parents/guardians to provide a safe environment that protects children to the best of its ability from any form of child abuse or harm.

Scouts Australia is committed to providing all members with the safest possible environment in which to participate in the Scout Program and all its activities. Specifically:

- Scouts Australia has both a moral and legal duty of care to ensure a child safe environment is maintained in all the works and programs of the organisation.
- Scouts Australia recognises the enormous contribution made by all Leaders and volunteer helpers in providing the leadership to operate these activities and events.

6. DEFINITIONS AND FORMS OF CHILD ABUSE

- **Physical abuse** - Occurs when a person purposefully injures or threatens to injure a child. The abuse can take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures. Whilst ‘reasonable discipline’ may be required for the safety of others, it is when discipline is excessive or inappropriate that the definition of ‘abuse’ could apply.
- **Emotional abuse** - Occurs when a child is repeatedly rejected or frightened by threats. The abuse can involve name calling, being put down or continual coldness from a parent or caregiver to the extent where the behaviour of the child is disturbed or their emotional development is at serious risk of being impaired.
- **Neglect** – Occurs when there is a failure to provide the child with the basic necessities of life, such as food, clothing, shelter, supervision, medical attention or care to the extent that the health safety, or development of the child is significantly impaired or placed at risk.
- **Sexual abuse** - Occurs when a child is used by an adult, another child or adolescent for his or her own sexual stimulation or gratification. These can be contact or non-contact acts, including grooming by perpetrators, inappropriate touching, penetrative abuse, and exposure to pornography and accessing child pornography.
- **Exposure to Domestic Violence** – Occurs when children witness or experience the chronic domination, coercion, intimidation and victimisation of one person by another by physical, sexual or emotional means within a domestic relationship.
- **Grooming** – Occurs when communication or conduct is linked to the intention of facilitating the involvement of a child less than 16 years of age in sexual behaviour with an adult. Indicators include but are not limited to:
 - Developing special relationships with, favouring or giving gifts to a child.
 - Inappropriate interactions with children either in person or via forms of media and electronic devices.
 - Asking a child to keep a secret of any aspect of their relationship.
 - Testing of or ignoring professional boundaries or rules.

7. POLICY STATEMENTS

Adults in scouting must, at all times, treat all children with dignity and respect and must endeavour to actively promote, in word and deed, every child’s right to feel safe and cared for and support the legislation that

applies in each Australian state and territory jurisdiction. The principal Child Protection Acts in Australia are listed in [Attachment A](#).

The welfare of all children involved in Scouting is of paramount importance and Scouts Australia takes a “zero tolerance” approach to all forms of child abuse. This means that Scouts Australia requires that any member (as may be mandated by individual Branches) who reasonably believes that a child is at risk of being harmed, or has been harmed, must immediately follow a State and Territory Branch developed Child Protection Reporting Process (See Attachment C for an example).

Scouts Australia members and staff must not take part in or tolerate any form of abuse or grooming of children or any form of behaviour which challenges the safety and wellbeing of children.

Therefore, Scouts Australia:

- members and staff will make every effort to provide an inclusive and safe environment for all children in all Scouting Activities. This includes providing for the care and safety of young people with physical, intellectual or sensory impairments as members of regular Scout Groups, or as members of special Groups.
- respects the cultural values of all Australians and encourages and supports the involvement of children from all backgrounds in the Scout Movement.
- directs that each Scout Branch will develop and maintain a Child Protection Framework that is consistent with this Policy as well as with the State and Territory legislative requirements applicable in each jurisdiction. The State based framework will include (but not be limited to) screening, induction, training, reporting and support requirements.
- will maintain an appropriate structure and each State Branch Manager will handle questions, concerns or reports about a child’s safety.
- directs that each Scout Branch will develop and maintain a robust and a legislatively compliant reporting process for Child Protection matters that is known to all Branch members.
- directs that each State and Territory Branch of Scouting is to mandate and ensure completion of the nationally developed ‘Child Safe’ training curriculum as part of the basic training requirements for all Leaders and regular adult helpers.
- mandates that all members are to report any Child Abuse matter in accordance with this Policy and the Branch Child Protection Framework which conforms with this Policy.
- mandates that each Branches must immediately suspend the membership of any person who is the subject of any allegation of Child Abuse and report the matter to the State or Territory authority for investigation.

8. RECRUITMENT, SCREENING AND SUSPENSION/TERMINATION

Scouts Australia highly values the work of all its Leaders, regular helpers and staff members and recognises the importance of formal recruitment and screening processes to establishing and maintain ‘child safe’ environments. Consequently:

National Police Checks

- All State and Territory Branches of Scouting leaders, members, staff and adult helpers are required to undergo a National Police Check (NPC) as a pre-requisite for membership. This also applies to National and State Office staff.
- It is the responsibility of the adult member to ensure his/her NPC check is completed every three years. Branches are to discontinue the service of any adult member or staff member who will not or cannot comply with this requirement.

Working with children Checks or equivalent state based screening

- Where State Based Working with Children Checks (WWCC) or similar legislative screening requirements exist in the applicant’s State and Territory every Leader, regular Adult Helper and staff member is required to undertake the screening as a pre-requisite for membership. See Attachment B – Australian State Based Working with Children Check Screening

- Applicants may commence volunteering, or, employment whilst waiting for the screening to be finalised, however in those cases, they are to be closely mentored by another Leader or Staff member (as applicable) until the screening is confirmed. The decision for suitability will rest at the highest level of the Branch (typically the Chief Commissioner) and preferably examined by two persons (the Chief Commissioner and Branch Chief Executive).
- Scouts Australia requires that State and Territory Branches are to direct their members to inform the Branch immediately that they are aware if they are being investigated, or reported/charged by any authority for any Child Protection matter. Once this has been disclosed, the Branch is to suspend the member until the matter has been finalised.
- Scouts Members are responsible to renew the WWCC (or state equivalent) when it expires.

Sharing of information

- State and Territory Branches are to keep records of all screening and regular screening updates as well as decisions taken. Branches are to share the details of any person whose membership has been terminated by the Branch with a database held by the National Office for the purpose of cross-checking member applications across Australia.

Reference Checking

- Scouts Australia requires that State and Territory Branches undertake three (3) appropriate reference checks when screening new staff, members or adult volunteers.

Suspension or termination of membership

- Branches reserve the unfettered right to dismiss any member or adult helper at their sole discretion. Further, Branches are to terminate the membership of any person where there is sufficient doubt as to a member's suitability, even if a matter is unsubstantiated, not concluded or not resolved with certainty.
- Branches should not proceed with an application for membership of an adult where this doubt exists. State and Territory Branches must suspend the membership of any person where the State authority informs the Branch that a person has been charged/reported or investigated for a Child Protection related matter.
- The automatic suspension or termination of a membership may be reviewed by Branches once the matter has been concluded by the State Authority (police or child protection agency). The Branch retains the unfettered right to decline a request for reinstatement of a suspended membership. The Branch also may reserves the right to ask the member to re-apply for membership, notwithstanding any legal outcome. Where any doubt as to a member's suitability exists, the member re-application will not be considered.

9. INDUCTION OF LEADERS, REGULAR ADULT HELPERS AND STAFF

It is important that all members understand that Scouts Australia is committed to being a 'Child Safe' organisation. As part of their induction, all adult members, regular helpers and staff are to be informed of this Policy and the applicable Branch Child Protection Framework (including the Branch reporting process). Every member is to have direct access to these documents and be asked to acknowledge access and understanding.

Each Branch is to conduct regular refresher seminars, management forums and make written reminders to all members to remain vigilant to child abuse in scouting.

10. BREACH OF THE SCOUTS AUSTRALIA CHILD PROTECTION POLICY, STATE BASED FRAMEWORK OR SCOUTS CODE OF CONDUCT

State and Territory Branches are to include in their Child Protection Frameworks the full range of actions that may be taken as a result of breaches to this Policy, Branch Frameworks, and/or the Scouts Australia Code of Conduct (pertaining to child protection) as follows:

- Meeting to discuss breach, concern or incident
- Further education and training
- Ongoing monitoring or performance review
- Internal or External investigation
- Psychological support and referral to other external support services
- Written warning of termination
- Suspension pending outcome
- Suspension or termination of membership

11. CHILD SAFE PRACTICES FOR SCOUTS AUSTRALIA MEMBERS

Child Safe Ratios

Each Scout Branch maintains its own 'Safety Standards and Procedures' documentation outlining safety ratios (the number of Scout adults to youth members) for each Scouting Activity conducted by Scouts Australia. In general, these are considered sufficient for Child Protection purposes. However, best Child Protection practise dictates that Scout Leader, Helper or Staff members should work in pairs as a minimum and should not be alone with a child or youth member. The only exception is in the case of an unavoidable emergency.

***No Scout Leader, Helper or Staff member should be alone with a child or youth member.
The only exception is in a case of an unavoidable emergency.***

Visitors at Scouts Activities

All external visitors to a Scouting activity must:

- Sign in and out with an accompanying Scout Leader or Staff Member.
- Wear a visitors badge
- Comply with the Scouts Representative Code of Conduct.
- Be accompanied by a Scouts Representative at all times and strictly only supervised direct contact with children.
- Comply with the accompanying Scout Representative's requests, including leaving if asked to do so.

Images of children (Photo and Video) at Scouts Australia Activities.

Images (photo or video) of children at a Scouts activity must not be taken or kept by Scouts Representatives or other child participants. Images may only be taken by approved Scouts Representatives for purposes which are communicated to parents/guardians, with parent/guardian signed approval.

12. REPORTING PRINCIPLES

It is Scouts Australia Policy that every member of the Association (adult and youth member) report suspected, known, and disclosed instances of Child Abuse. A failure to report is to be considered a breach of the Scouts Australia Code of Conduct. This section presents the minimum standard required by all State and Territory Branches in terms of 'reporting'. These reporting principles are to be reflected in each State and Territory Child Protection Framework and be reinforced through the Induction and Training Processes in each Branch.

An example Report Form is attached at Attachment C.

***PRINCIPLE ONE - EVERY MEMBER is considered to be a "Child Protection Reporter".
Members must report any matter of Child Protection to the Chief Executive or Executive Officer (or equivalent in each branch) and to the appropriate authority as dictated by the legislation in their state.***

What should be reported?

All members are to be vigilant for the indicators of Child Abuse and Grooming. There are many indicators of child abuse. The presence of a single factor, or even several factors does not prove that abuse has occurred. However, the repeated occurrence of an indicator, or the occurrence of several indicators together, should alert us to the possibility of child abuse. Some indicators are:

- Any expression of concern from a child regarding their personal safety; or remarks or test that a responsible adult could interpret as a threat to their (the child's) personal safety. This should always involve your direct and immediate attention.
- Suspicious physical injuries, bruising, cuts, fractures, burns or marks.
- Lack of food, clothing, place to sleep, which is impacting the child's ongoing health or wellbeing and the parents/guardians are unwilling or unable to provide for the child.
- Regular and/or severe negative self-talk, unusually aggressive, overly compliant and fearful, overly anxious, regressive behaviour.
- Persistent or significantly inappropriate discussion or writing about sexual activities, particularly sexual interest or information that is age inappropriate.
- Ongoing and unexplained health or wellbeing concerns such as stomach aches, headaches, crying and/or heightened sensitivity.
- Disclosure of suicidal thoughts or plans made by a child.

- Observations or disclosures relating to the grooming behaviour of any adult in contact with children, including any combination of; special gifts, secrets, time alone together, special names, online contact.
- Concerns about the actions or behaviour of any Scouts Representative, including suspected or confirmed breaches of the Scouts Representative Code of Conduct.

To assist Scouting members, [Attachment D](#) of this policy outlines Characteristic Behaviours of Child Abusers.

PRINCIPLE TWO – Respond positively and quickly to the person disclosing abuse and/or make a decision to make a report on matters observed by you to the appropriate authority as directed by each Branch framework. Branch Frameworks are to contain clear instructions for all reporters.

How should it be reported?

Once a Scout member has decided to make a report, the concern must be shared with the Chief Executive Officer or Executive Officer at the Branch HQ and directly to the State authority as required by Legislation. .

Each State and Territory Branch is to develop a clear reporting process available to all members as well as a nominated person at the Branch HQ that is available to provide advice and guidance. All reports, should be made as quickly as possible to the Chief Executive or Executive Officer (or equivalent in each branch) or directly to an authority (if legally mandated to do so must also be made to the nominated person at Branch HQ. This is especially important in order for the Branch to be able to take immediate action (if necessary) to ensure that any further risk to youth members can be minimised.

Generally, as a guide, reports should reach the Branch HQ within 24 hours. Initially, a report can be made verbally, but this must always be followed by a formal written report within 24 hours.

[Attachment B](#) of this policy contains all relevant Australian Child Protection Contacts.

[Attachment C](#) of this policy contains the Minimum Requirements for a Scouts Child Protection Reporting Process and Example Report form.

Who will manage the report?

Once a report has reached the Branch HQ, a decision will be made by the Chief Commissioner and CEO or Senior Executive in consultation which may include:

- Report to the relevant State Authority and/or Police
- Further internal investigation and interviews (without unduly delaying the reporting process) and consultation with internal and external ‘experts’ if deemed necessary
- Suspension of membership of the alleged perpetrator (if a scout member) until the matter is concluded.

Unidentifiable Victim

If there is no known or identifiable victim or suspected victim, a reporter who has concerns about someone based on the characteristics outlined in this Policy or who suspects that a person’s behaviour is inappropriate, must report their observations in accordance with the Branch Child Protection Framework.

PRINCIPLE THREE - All Scouts Child Protection Reports will be attended to immediately and treated by the most senior Leader or Staff member available – every report should reach the Branch HQ within 24 hours and any decision arising from a report must be made in the interests of the victim or potential victim(s) as the Association’s highest priority.

Responding to a disclosure from a child (or adult)

Receiving a disclosure from a child or an adult (historical cases) can be very difficult for the person hearing the disclosure. It is critical that children or adults who disclose child abuse are listened to and supported by the Scout member receiving their disclosure. Where the disclosure is made, the receiving Scout member should take special care to show genuine care and concern for the child by listening carefully and telling them:

- you believe them
- it is not their fault and he/she is not responsible for the abuse
- ‘thank you’ for sharing the information; and
- that you will need to tell somebody else and that they (the disclosee) will be supported to get the help they need.

The above approach also applies to historical disclosures made by an Adult regarding abuse against him or her as a Scout youth or child member.

PRINCIPLE FOUR – Reports and disclosures should not be internally investigated at the receiving point, or, between the receiving point and the Branch HQ. All Reports and disclosures should be forwarded as soon as possible to the Branch HQ (Chief Executive or Executive Officer) and/or to the authority legislated in each State or Territory.

Report Storage

All Reports and supporting documentation will be forwarded to the Executive for that State. Reports will be stored securely at Scouts State Office with limited access allowed.

Paper based files and reports will be archived and kept indefinitely. Over time archived reports may be digitalised and stored in an online document management system.

Report Confidentiality

The National Executive Committee will be advised on a regular basis of all child abuse allegations, suspicions, disclosures or reports within Scouts Australia.

Chief Executive Officers and/or Executive Officers may share membership and report information with any State Child Protection Authority and with Scouts Australia in the interests of protecting children and young people.

All reports, the names of people involved and the circumstances must remain confidential to those in the Scouts reporting chain. A 'child protection reporter' is obliged to only discuss the matter with the person the matter is reported to, and to the Branch HQ Executive designated persons assisting in the matter.

Reports may be made directly to the State Authority anonymously. In these cases, the Branch requests – in its Child Protection Frameworks – that the information be made directly available to the Branch HQ so that it may take protective action in the period between a report and its treatment by the Authorities.

The Scouts Australia NCE, Chief Commissioner and President and State and Territory Branch HQ (Chief Commissioner and Executive Officer) are the only Scout Authorities that may make statements to the media in relation to Child Protection matters. These statements will be made in consultation with each other and in conjunction with the relevant investigating State authority.

Branch Child Protection Frameworks reflect the confidentiality requirements contained in this Policy.

An Individual's Right to Report Directly

If, after consideration, Scouts Australia or the State Branch decides that the matter does not warrant reporting to external child protection authorities, the Scouts Member that has raised the report maintains the right to report directly to the State based authority or the Local Police, if they believe it is necessary.

Non-reportable or statutory incidents

There may be many instances where Child Protection reports are made that do not meet the statutory child protection or Police requirements to act, or, the Branch decides not to elevate a matter to a State Authority but feels that further administrative action should be undertaken.

Where this occurs, the Branch may conduct its own investigation and make a conclusion on a matter of Child Protection. In these cases, the Branch has the authority to make decisions regarding membership suitability at its sole discretion.

Care and support for the people involved

Branches are to include the following care provisions in their Child Protection Frameworks for those involved (notwithstanding if a report has been made regarding recent or historic abuse):

- the capacity to offer the child or young person (or adult in the case a historic report) and family external support or counselling services, if needed.
- the capacity to offer appropriate external support or counselling services to others in Scouting if deemed appropriate by the Branch.
- a regular Branch contact with the victim and family demonstrating care and concern.
- the provision of updates (to the alleged victim and the alleged perpetrator) on the matter where this is possible and appropriate – in conjunction with the Authorities.

13. REVIEW

This Policy is subject to review every two years, from the date of approval by the Scouts Australia National Executive Committee.

- Any changes to relevant legislation or statutory requirements is to prompt an immediate review.
- Scout Leaders and Staff are encouraged to contribute to this Policy through Branches to the National Office of Scouts Australia.

14. FURTHER ASSISTANCE

Any member requiring assistance in understanding or interpreting this policy or its application, should first consult their Leader, and then through the Scout Chain-of-Command to their Branch HQ if necessary.

ATTACHMENT A – Australian Child Protection Legislation

The principal legislation underpinning this Policy includes:

National Framework for Protecting Australia's Children 2009-2020

The National Policy for Protecting Australia's Children 2009-2020 was developed by the Council of Australian Governments and uses a public health approach to place children's interests at the centre of all policy and legislative development. The National Framework and associated documents can be accessed online [here](#).

While Child Protection legislation is the jurisdiction of State and Territory governments, the National Framework is a cooperative document that aims to provide a shared, national agenda for change in the way Australia manages Child Protection issues. The Government Framework seeks to resolve the differences that exist across State and Territory jurisdictions, some of which are outlined above. While there has been no nationally consistent legislation implemented at the State or Territory level, there is work at a policy and practice level that aims to address these discrepancies.

United Nations Convention on the Rights of the Child (1989)

- The UN Convention is the foundation for child protection across the globe.
- The fundamental principle is the recognition of children's rights as human rights.
- The Convention sets out a framework of minimum standards for the protection and wellbeing of children.
- Article 19 states "Parties shall protect the child from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation including sexual abuse".

Charter of Human Rights and Responsibilities Act 2006 (Vic)

- Article 17 outlines "Protection of families and children".
- States every child has the right, without discrimination, to such protection as is in his or her best interests and is needed by him or her by reason of being a child.

Australian Legislation

Australia is a signatory to the United Nations Convention on the Rights of the Child (1989) and many of the principles within the Convention are embedded within Child Protection legislation. Together with policy frameworks, which depict the nature, extent, and fashion in which services and interventions are to be provided, legislative principles reflect the service goals to which governments aspire.

Australian State and Territory governments are responsible for the administration and operation of Child Protection Statutory services. Acts of Parliament in each State and Territory govern the way such services are provided.

In Australia, state and territory governments are responsible for the administration and operation of child protection services. Legislative Acts in each state and territory govern the way such services are provided. The principal child protection Acts in each Australian state and territory are listed in Table 1. The table also outlines other Acts of Parliament pertinent to the operation and delivery of various services to children and families across Australia (see below table which outlines the applicable legislation).

Child protection legislation in Australian states and territories		
Jurisdiction	Principal Act	Other relevant Acts/Legislation
Australian Capital Territory	<i>Children and Young People Act 2008 (ACT)</i>	<i>Adoption Act 1993 (ACT)</i> <i>Human Rights Act 2004 (ACT)</i> <i>Human Rights Commission Act 2005 (ACT)</i> <i>Public Advocate Act 2005 (ACT)</i> <i>Family Law Act 1975 (Cth)</i>
Northern Territory	<i>Care and Protection of Children Act 2007 (NT)</i>	<i>Information Act 2006 (NT)</i> <i>Disability Services Act 2004 (NT)</i> <i>Criminal Code Act 2006 (NT)</i> <i>Family Law Act 1975 (Cth)</i>
New South Wales	<i>Children and Young Persons (Care and Protection) Act 1998</i>	<i>Children and Young Persons (Care and Protection) Amendment (Parental Responsibility Contracts) Act 2006 (NSW)</i>

	(NSW)	<p><i>Child Protection (Offenders Registration) Act 2000 (NSW)</i></p> <p><i>Crimes Act 1900 (NSW)</i></p> <p><i>Commission for Children and Young People Act 1998 (NSW)</i></p> <p><i>The Ombudsman Act 1974 (NSW)</i></p> <p><i>Family Law Act 1975 (Cth)</i></p> <p><i>Children and Young Persons (Care and Protection) Amendment Bill 2009</i></p>
<u>Queensland</u>	<i>Child Protection Act 1999 (Qld)</i>	<p><i>Commission for Children and Young People and Child Guardian Act 2000 (Qld)</i></p> <p><i>Education (General Provisions) Act 2006 (Qld)</i></p> <p><i>Public Health Act 2005 (Qld)</i></p> <p><i>Adoption of Children Act 1964 (Qld)</i></p> <p><i>Family Law Act 1975 (Cth)</i></p>
<u>South Australia</u>	<i>Children's Protection Act 1993 (SA)</i>	<p><i>Young Offenders Act 1994 (SA)</i></p> <p><i>Adoption Act 1988 (SA)</i></p> <p><i>Children's Protection Regulations 2006 (SA)</i></p> <p><i>Family Law Act 1975 (Cth)</i></p> <p><i>Family and Community Services Act 1972 (SA)</i></p>
<u>Tasmania</u>	<i>Children, Young Persons and their Families Act 1997 (Tas.)</i>	<p><i>The Family Violence Act 2004 (Tas.)</i></p> <p><i>Family Law Act 1975 (Cth)</i></p> <p><i>Children, Young Persons and their Families Amendment Act 2009 (Tas.)</i></p>
<u>Victoria</u>	<i>Children, Youth and Families Act 2005 (Vic.)</i>	<p><i>Working with Children Act 2005 (Vic.)</i></p> <p><i>Child Wellbeing and Safety Act 2005 (Vic.)</i></p> <p><i>The Charter of Human Rights and Responsibilities Act 2006 (Vic.)</i></p> <p><i>Family Law Act 1975 (Cth)</i></p> <p><i>Commission for Children and Young People Act</i></p>
<u>Western Australia</u>	<i>Children and Community Services Act 2004 (WA)</i>	<p><i>Working with Children (Criminal Record Checking) Act 2004 (WA)</i></p> <p><i>Family Court Act 1997 (WA)</i></p> <p><i>Adoption Act 1994 (WA)</i></p> <p><i>Family Law Act 1975 (Cth)</i></p> <p><i>Child Care Services Act 2007</i></p>

ATTACHMENT B – Australian Child Protection Contacts

If there is an immediate threat to a child contact your local police on 000.

Police/Ambulance/Fire	000	Child Wise Helpline	1800 99 10 99
Australian Federal Police	(02) 6223 3000 AFP website	Parentline	13 22 89
Kids Helpline	1800 551 800 Kids Helpline website	Life Line	13 11 14

National Statutory Child Protection Authorities		
Reporting authority	Further services / information	Contact
Australian Capital Territory	<p>Office for Children, Youth and Family Support The Office for Children, Youth and Family Support contracts a range of services from the non-government sector to meet the needs of young people.</p> <p>Office for Children, Youth and Family Support</p> <p>GPO Box 158 Canberra City ACT 2601 Ph: 132 281</p>	<p>To report instances of child abuse: Ph: 1300 556 729 If you are a mandatory reporter: Ph: 1300 556 728 Fax: 6205 0641 Email: childprotection@act.gov.au</p>
New South Wales	<p>Department of Family and Community Services The Department of Family and Community Services provides services across three key program areas—prevention and early intervention, child protection and out-of-home care.</p> <p>Department of Family and Community Services</p> <p>Head Office 4-6 Cavill Ave Ashfield, NSW 2131 Locked Bag 4028 Ashfield, NSW 2131 Ph: (02) 9716 2222 Child</p>	<p>Child Protection Helpline: 132 111 (TTY 1800 212 936) for the cost of a local call 24 hours a day, 7 days a week.</p> <p>If you are a mandatory reporter, you can call the Child Protection Helpline on 132 111.</p>
Northern Territory	<p>Department of Children and Families The NT Department of Children and Families provides or funds the following range of services to support children, youth and families. Department of Children and Families</p> <p>PO Box 40596 Casuarina NT 0811 Ph: (08) 8999 3737</p>	<p>To report instances of child abuse: (24 hours) 1800 700 250</p>
Queensland	<p>Department of Communities Child Safety and Disability Services - Child Safety Services Child Safety offers the following range of services to support children, youth and families</p> <p>Child Safety Queensland</p> <p>PO Box 806 Brisbane QLD 4002</p>	<p>To report instances of child abuse: South East: 1300 679 849 South West: 1300 683 390 Far North QLD: 1300 684 062 North QLD: 1300 706 147 North Coast: 1300 703 921 Brisbane: 1300 682 254</p>

	<p>If you aren't sure who to call, or for assistance to locate your nearest child safety service centre call Child Safety Services' Enquiries Unit on: 1800 811 810</p>	<p>Central QLD: 1300 703 762 After hours (all areas): 1800 177 135</p>
South Australia	<p>Department for Education and Child Development - Families SA Families SA provides support and assistance to the community, especially those experiencing disadvantage or who are in need of care and protection. Services assist young people who offend or are at risk of harm and families and children at risk Families SA Level 7, 108 North Terrace Adelaide SA 5000 Phone: (08) 8124 4185</p>	<p>To report instances of child abuse: 131 478 After hours crisis care: 131 611</p>
Tasmania	<p>Department of Health and Human Services - Child Protection Services The role of Child Protection Services is to protect children and young people who are at risk of abuse or neglect. Child Protection Services offers intake, response, case management and out of home care and adoption services. Child Protection Services GPO Box 125 Hobart, TAS 7001 Ph: 1300 135 513</p>	<p>To report instances of child abuse: Ph: 1300 737 639 at any time Online notification is also available Child Protection Services</p>
Victoria	<p>Department of Health and Human Services – Children, Youth and Families The Child Protection Service is specifically targeted to those children and young people at risk of significant harm. The Child and Family Information Referral and Support Teams (Child FIRST) initiative provides access to integrated family services has ensured that vulnerable families and children receive early intervention and support services before statutory involvement. Department of Health and Human Services – Children, Youth and Families Level 9, 50 Lonsdale St Melbourne VIC 3000</p>	<p>To report instances of child abuse: Metropolitan Eastern: 1300 360 391 Southern: 1300 655 795 North & West: 1300 664 977 Rural Barwon S/West: 1800 075 99 Gippsland: 1800 020 202 Grampians: 1800 000 551 Hume: 1800 650 227 Loddon Mallee: 1800 675 598 All regions after hours Ph: 131 278</p>
Western Australia	<p>Department for Child Protection The Department for Child Protection offers a range of services including:</p> <ul style="list-style-type: none"> ▪ Adoption services ▪ Case management & co-ordination ▪ Counselling services ▪ Child migrant services ▪ Child advocacy services ▪ Homelessness services ▪ Parenting support ▪ Out of home care placement services 	<p>To report instances of child abuse: (08) 9222 2555 or 1800 622 258 Department for Child Protection: After hours: (08) 9223 1111 or 1800 199 008 If you are a mandatory</p>

	<ul style="list-style-type: none"> ▪ Intensive in-home Family support services <p>Department for Child Protection: Central Office PO Box 6334 East Perth WA 6892 Ph: (08) 9222 2555 TTY: (08) 9325 1232</p>	<p>reporter: Ph: 1800 708 704 (24 hours) Fax: 1800 610 614 Email: mrs@dcp.wa.gov.au</p>
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Hospitals in each Major Australian City			
Sydney NSW West Mead Children's Hospital	Hawkesbury Rd & Hainsworth St, Westmead, Sydney (02) 9845 0000	Melbourne Vic Royal Children's Hospital	50 Flemington Road, Parkville 3052 (03) 9345 5522
Brisbane Qld Royal Children's Hospital	Surgical Building, Herston Rd, Herston 4006 (07) 3646 8111	Adelaide SA Women's and Children's Hospital	72 King William Road, North Adelaide 5006, (08) 8161 7000
Perth WA Princess Margaret Hospital for Children	Roberts Rd, Subiaco 6008 (08) 9340 8222	Darwin NT Royal Darwin Hospital	Rocklands Dr, Casuarina 0810 (08) 8920 6011
Hobart TAS Royal Hobart Hospital	Liverpool Street, Hobart TAS 7000 (03) 6222 8308	Canberra ACT Centenary Hospital for Women and Children	Hospital Road, Garran ACT 2605 (02) 6244 2222

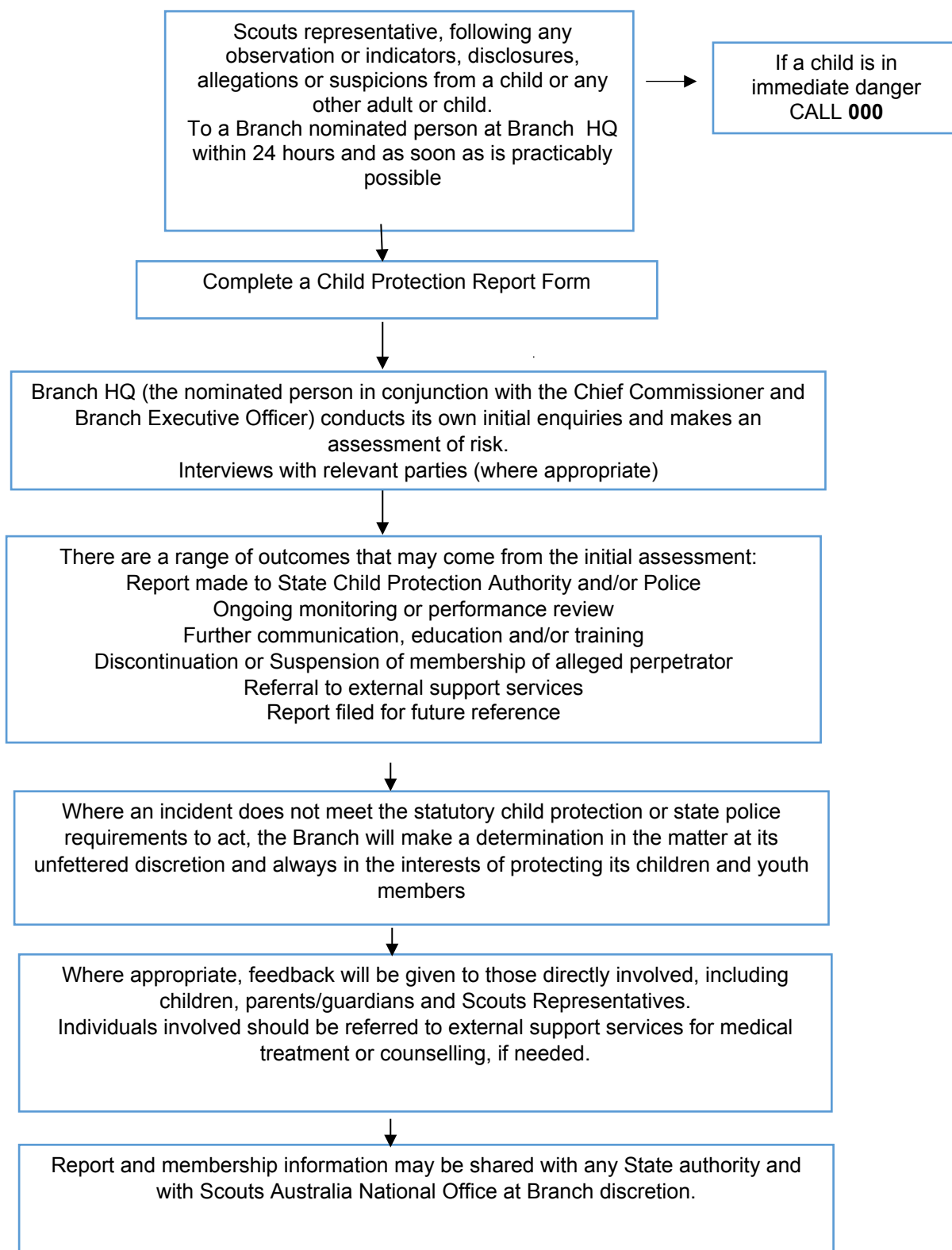
ATTACHMENT C – Minimum Requirements for a Scouts Child Protection Reporting Process

Purpose

The purpose of the reporting process below and the attached example 'Scouts Child Protection Reporting Form' is to provide the minimum detail and information required to enable Scout members to make a Child Protection Report to their State Branch, or to the relevant authorities per the individual requirements of each State and Territory Legislation.

What should be reported?

Members may lodge a Child Protection Report Form for reasonable concerns relating to indicators, disclosures, allegations or suspicions of child abuse or grooming and breaches of the Scouts Code of Conduct.



EXAMPLE Scouts Child Protection Report form**SECTION 1****To be completed by the Scouts Reporter**

<i>Details of Child</i>	
Name:	Date of Birth or Age:
Contact Phone:	Address:
Parent/Guardian/Carer 1 Name:	Parent/Guardian/Carer 2 Name:
<i>Details of the alleged perpetrator (if known)</i>	
Name:	Relationship to Child:
Contact Phone:	
<i>Details of any witnesses</i>	
<i>Type of report</i>	
<input type="checkbox"/> Child abuse indicator/s <input type="checkbox"/> Grooming indicator/s <input type="checkbox"/> Breach of Code of Conduct	

In your opinion, is the harm (or risk of harm) to the child:	
<input type="checkbox"/> Minimal (may need further internal investigation and possibly ongoing supports)	
<input type="checkbox"/> Significant (action, including a report to the relevant external authorities is likely)	
In your opinion, is the harm (or risk of harm) to the child ongoing?	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
In your opinion, are the parents/guardians willing and able to protect this child from significant harm?	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
Scouts Activity details:	Location/Area:
Date of observation/disclosure:	Time of observation/disclosure:

<i>Details of observation/disclosure</i>	
Include quotes of conversation, descriptions of observations, patterns of behaviour, etc. Attach additional pages, if required.	
Additional pages attached? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Name of Scouts Representative making report:	Contact Phone:
Signature:	Date:
Name of Scouts Executive receiving report:	Contact Phone:
Signature:	Date:

Reports should be lodged with your Scouts HQ as soon as is practicably possible and reports should be made within 24 hours.

SECTION 2

To be completed by the nominated person to receive at Branch HQ

Action Taken
<input type="checkbox"/> Referred immediately to Child Protection and/or State Police <input type="checkbox"/> Interviews with relevant and appropriate people <input type="checkbox"/> Discussed with National Committee members <input type="checkbox"/> Advice sought from external professional organisations <input type="checkbox"/> External investigation underway Notes/details:
Outcome of the action:
<input type="checkbox"/> Report made to the Child Protection Authority and/or Police <input type="checkbox"/> Written warning <input type="checkbox"/> Performance review <input type="checkbox"/> Further education and training <input type="checkbox"/> Suspension pending outcome <input type="checkbox"/> Termination of membership with the organisation <input type="checkbox"/> Report filed for future reference Notes/details:

Notifying Parties

It is important that the person making the report be informed of the outcome of their report (within the boundaries of confidentiality).

How has the person making the report been informed of the outcome?

- By Phone In person In writing (hard copy or email)

Date of contact:

How has the person against whom the report was made been informed of the outcome?

- By Phone In person In writing (hard copy or email)

Date of contact:

Please attach notes applicable to this communication.

Record of report to Child Protection and/or Police

- A Child Protection Authority report
 Police report
 Was/were made by on the/...../..... to

Advice provided to Scouts included:

Record of why the report to Child Protection and/or Police was not made

Where a report to the Child Protection Authorities or Police **is not made by** Scouts Australia, please complete:

- The person who made the internal report has re-evaluated their assessment and opinion and supports the decision by Scouts Australia not to make a report. Please attach email or written communication from the person.
- The person who made the report is still of the opinion that the harm (or risk of harm) is significant and that the parents/guardians are unwilling or unable to protect that child. The person has received email or written communication informing them of their personal options for reporting to child protection authorities.
- The incident did not meet statutory child protection or police requirements. Supports have been provided to the child and the family. Please attach an outline of the communication to the child and/or family about the supports provided and any other actions taken.

Name of nominated person at HQ handling report:	Contact Phone:
Signature:	Date:

ATTACHMENT D - Characteristic Behaviours of Child Abusers

It is important that Adults exercise appropriate vigilance to identify potential perpetrators of child abuse. The list below represents behaviour and characteristics that often apply to a person who is engaging in, or who intends to engage in, child abuse.

Child Abusers

Child abuse can be intra-familial (perpetrated by a family member) or extra-familial (perpetrated by another known person). Additionally, Sex Offenders (or Paedophiles) can infiltrate organisations and/or also engage in criminal behaviour to abuse children. Most commonly children are abused by someone they know and often trust.

It is important to remember that perpetrators can be of any social group or behavioural type (eg. extrovert, introvert, married, single, old, young, rich or poor). While the majority of abusers (95%) are male, females also perpetrate abuse against children.

Identifying indicators

It is important to understand that, in the Scouting context, one or two of these behaviour characteristics on their own do not necessarily indicate that a person is an abuser or a potential abuser. Behaviour that involves several characteristics together or ongoing behaviour might provide reason for concern. Such a person should be observed closely, but discreetly, for a brief period before reporting the concern, if the concern remains.

Behavioural Indicators		
Extra familial abuse	<ul style="list-style-type: none"> Displays low self-esteem, poor self-image or poor impulse control due to possible abuse as a child. Displays withdrawn or placid demeanour. Pays special attention to sad, vulnerable, isolated or lonely children or those in single parent families. Over emphasis upon morality Acts in a legalistic and inflexible manner Displays inappropriate affection to children eg. Front on hugging, touching or flirting. Has favourite children to whom gifts are given. Strong denial or show of disgust of offence or any intention to offend. Avoids screening processes, or attempts to do so. Dislikes submission to authority, prefers to work alone, and is negative (or dismissive) when sexual abuse topics are raised. Spends considerable time with a child or children, outside of normal interactions. Flatters children to boost their egos. 	<ul style="list-style-type: none"> Overly friendly/familiar with children. Describes children in inappropriate ways for example, angelic or pure. May remove himself/herself midway through an activity to have time with children who may be in the toilet or other secluded area. Gives articles of his/her clothing to a child as gifts, e.g. a cap, a jacket, footy-shirt etc. Convincing in protests of innocence displaying a defence mechanism. May be very outspoken and outraged about child sex offenders. Carries photos of children other than his/her own, often indicating that these children love him/her. Attempts to engineer opportunities to be alone with a child, e.g., babysitting car rides, child minding. Offers to take or takes child home, shopping or on an outing. Offers to collect child from school or activities. Engages with single parents to access the children.
Intra familial abuse	<ul style="list-style-type: none"> Shows improper behaviour. Showers with children. Expects an open door policy in the bathroom. Attempts to sit children on lap, even when child resists. Exhibits inappropriate hugging and/or kissing. 	<ul style="list-style-type: none"> Attempts to shut down spouse/child communications. Children don't want to be home alone with the person. Is jealous of child's friends, boyfriend/girlfriend. Child is treated like a spouse in conversation or decisions.