

# *Betrayal of Trust* Child Safe Organisations

## Criminal Law Reform and Child Safe Standards

## Background to Parliamentary Inquiry *Betrayal of Trust*

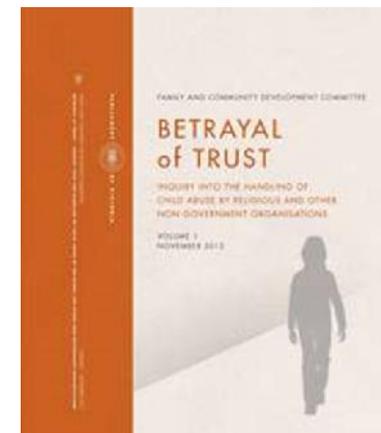
**Jan 2012:** *Protecting Victoria's Vulnerable Children Inquiry* recommends a formal investigation into how religious organisations respond to child abuse within their organisations

**April 2012:** Parliamentary Inquiry initiated into handling of child abuse by religious and other non-government organisations

**Nov 2013:** *Betrayal of Trust* report tabled in Parliament

**May 2014:** Former Victorian Government accepts in principle all fifteen recommendations and outlines three phases for implementation: criminal law reform, civil law reform and child safe organisations

**Nov 2014:** Victorian Government commits to implementing remaining *Betrayal of Trust* recommendations



# Overview of Betrayal of Trust

## Three phases of implementation

### Criminal law reform

Three new offences focused on immediate safety of children:

- grooming (commenced 9 April 2014)
- failure to disclose child sexual abuse (commenced 27 October 2014)
- failure to protect a child from sexual abuse (commenced 1 July 2015)

### Child safe organisations

Strengthening organisations' approaches to preventing and responding to abuse by:

- requiring all ministers of religion who have any contact with children to have Working with Children Checks (commenced 26 October 2014)
- requiring all schools to have policies in place for responding to abuse (legislation passed)
- introducing minimum child safe standards for organisations providing services for children, accompanied by information, tools and resources to help organisations meet the standards (commenced in phases from January 2016)
- establishing an oversight system requiring certain organisations with a high degree of responsibility for children to report allegations of abuse to an oversight body

### Civil law reform

Improving access to justice for victims by:

- removing inappropriate time limitations for child abuse claims (operative from 1 July 2015)
- options paper released about a potential Victorian redress scheme
- Work is continuing on the implementation of other civil law reforms about vicarious liability, and incorporation

# Criminal Law Reform

Three new criminal offences were introduced to improve responses within organisations and the community to child sexual abuse.

- 1. Grooming offence** targets communication, including online communication, with a child under the age of 16 or their parents with the intent of committing child sexual abuse.

This offence targets predatory conduct undertaken to prepare a child for sexual abuse at a later time with the groomer (aged 18 years old or over) or another adult.

Maximum penalty 10 years imprisonment.

# Criminal Law Reform: Grooming

The offence applies when:

- An **adult** communicates, by words or conduct, with a **child** under the age of 16 years or with a person who has care, supervision or authority for the child, and
- the intention of the communication is to facilitate the child's involvement in sexual conduct, either with the groomer or another adult.

Grooming does not necessarily involve any sexual activity or even discussion of sexual activity – for example, it may only involve establishing a relationship with the child, parent or carer for the purpose of facilitating sexual activity at a later time.

## Criminal Law Reform: Failure to disclose

2. **Failure to disclose** child sexual abuse offence that requires adults to report to police a reasonable belief that a sexual offence has been committed against a child (unless they have a reasonable excuse for not doing so).

It establishes that reporting child sexual abuse is a community-wide responsibility.

The law states that all adults must report to police:

- any **reasonable belief** that a **sexual offence** has been committed
- by another **adult** (over 18)
- against a **child under the age of 16**.

unless there is a **reasonable excuse** or an **exemption** applies.

Failure to disclose does **not** change mandatory reporting obligations.

Maximum penalty is 3 years imprisonment.

# Criminal Law Reform: Failure to disclose

A **reasonable excuse** includes:

- A fear for safety, either to the victim or another person as a result of the disclosure
- The information has already been disclosed to police (for example, because a mandatory report has been made to child protection)

It does **not** include a concern for 'perceived interests', such as reputation, legal liability or financial status.

Other **exemptions** include:

- the victim requests confidentiality (exemption does not apply if the victim is under 16 at the time of disclosing the abuse, or has an intellectual disability and is unable to make an informed decision about the disclosure)
- the person is a child when they formed a reasonable belief
- the information would be privileged (for example, client legal privilege)
- the information is confidential communication
- the information is in the public domain
- where police officers are acting in the course of their duty.

## Criminal Law Reform: Failure to disclose

Example:

Minh is a social worker who provides outreach and support services to young people.

Her 19 year old client, Tam, discloses to her that he is in a sexual relationship with his 15 year old girlfriend.

Is Minh required to report this?

## Criminal Law Reform: Failure to disclose

Example: Is Minh required to report this?

**Yes.**

There is a sexual offence against a child. Tam's girlfriend is not able to lawfully consent to sexual activity with a 19 year old. Therefore there is a sexual offence against a person aged under 16.

Minh should have formed a reasonable belief that a sexual offence against a child had occurred by Tam's disclosure.

No exemption seems to apply. The disclosure would not fall within the confidential or privileged exemption, and Minh must report the offence to police.

However, she would not be required to report the offence to police if she has already made a report to DHHS Child Protection.

## Criminal Law Reform: Failure to protect

3. **Failure to protect** a child from sexual abuse offence applies to people within organisations if:
- they hold a **position of authority** within a **relevant organisation** that works with children
  - they know of a **substantial risk** another **adult associated with the organisation** may commit a sex offence against a child under 16 within the organisation's care
  - they have the **power or responsibility to remove or reduce that risk**
  - BUT they **negligently fail** to do so.

Maximum penalty is 5 years imprisonment.

# Criminal Law Reform: Failure to protect

## What is 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:

- churches and religious bodies
- education and care services (i.e., childcare centres, family day care, kindergartens, outside school hours care services)
- licensed children's services such as occasional care services
- schools and other educational institutions
- 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 (e.g., those that deliver Maternal and Child Health services)
    - sporting groups and youth organisations.



## Criminal Law Reform: Failure to protect

**Person in authority** is dependent on the degree of supervision, power or responsibility to remove or reduce substantial risk posed by an adult associated with the organisation. For example, CEOs, board, council and committee members, principals, residential house supervisors, religious leaders.

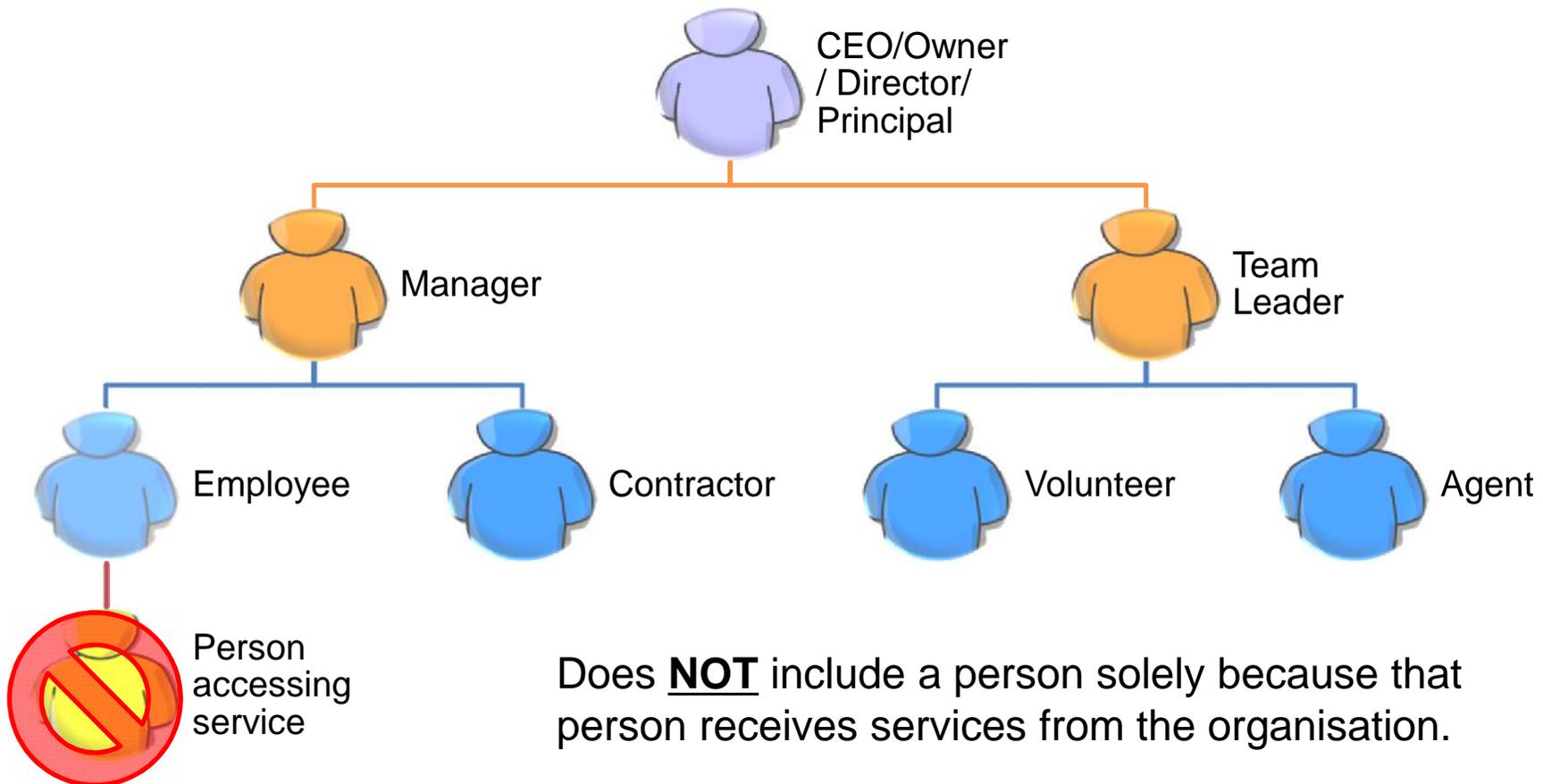
**A person associated with the organisation** includes an employee, volunteer, or contractor. For example, it would include a parent who volunteers at a school to assist in the classroom or on an excursion.

**Substantial risk** includes the likelihood a child will become a victim – the legal test is whether a ‘reasonable person’ would have judged the risk.

**Negligently failing to reduce or remove risk** refers to inaction knowing there is a substantial risk. Could also include action such as moving an adult associated with the organisation to another location where they will still have contact with children.

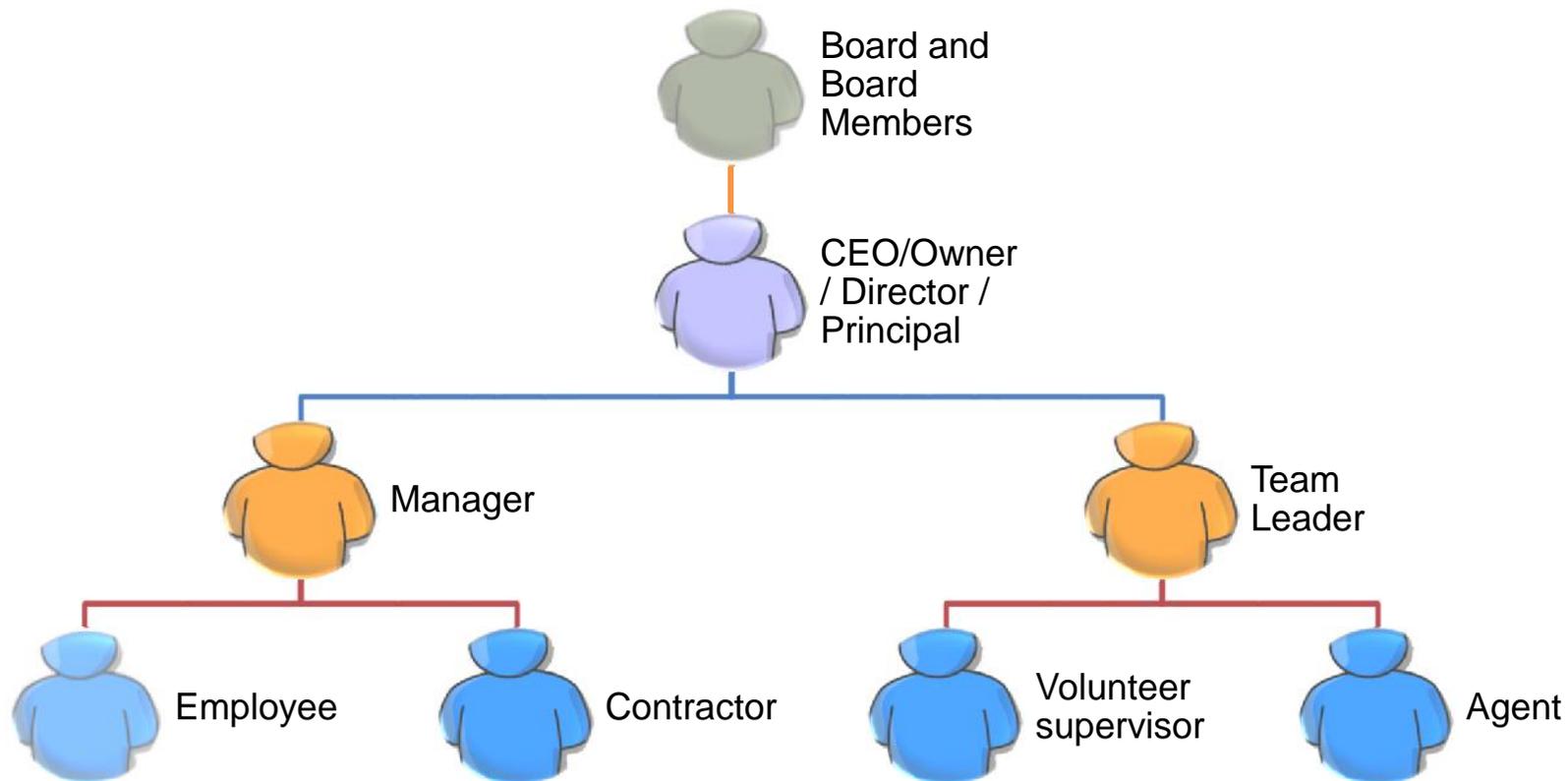
# Criminal Law Reform: Failure to protect

When is someone associated with an organisation?



# Criminal Law Reform: Failure to protect

## Who is a person in a position of authority?



**Test:** Does the person have power or responsibility to reduce or remove the risk?

# Criminal Law Reform: Failure to protect

## **Example**

Jennifer is a manager at a local health service in metropolitan Melbourne. One of the workers approaches her to advise that a volunteer was observed behaving in an inappropriate sexual manner with one of the children at the organisation.

Jennifer advises the volunteer that he is no longer required at the organisation, and assists him to relocate to another position in their partner organisation in NSW.

What offences may be considered against Jennifer?

# Criminal Law Reform: Failure to protect

## **Example:** What offences may be considered against Jennifer?

Jennifer could be charged under the failure to disclose offence.

She does not report the inappropriate sexual contact with the child, this could be considered to be grooming and must be reported to police unless Jennifer has a reasonable excuse.

Jennifer could be charged under the failure to protect offence.

- A health service is a *relevant organisation* that *exercises care, supervision or authority* over children.
- Jennifer is in a *position of authority* by being manager.
- The volunteer is a *person associated* with Jennifer's organisation.
- Jennifer has the *power to reduce or remove the risk and negligently fails* to do so, because she does not report the offence to police and does not suspend the volunteer, but instead helps him to move interstate.

# Criminal Law Reform

**QUESTIONS?**

# Child Safe Standards: Consultation and Implementation

**Aug 2014/15:** 160 key stakeholders consulted on child safe standards, organisations in scope and support required by organisations to meet the standards

Majority of feedback positive and supportive of compulsory standards to improve consistency and drive cultural change

**Late 2015:** Legislation - *Child Wellbeing and Safety Amendment (Child Safety Standards) Act 2015*

**1 Jan 2016:** Phased commencement of the child safe standards for category 1 organisations

**1 Jan 2017:** Commencement for second phase of the child safe standards for category 2 organisations

## Child Safe Standards: Issues identified by the Betrayal of Trust Inquiry

- An over-reliance on the Working with Children Check and limited use of other prevention tools.
- Gaps and inconsistencies in policies and practices to prevent abuse.
- More support needed to assist organisations to implement child safe policies.

# Child safety schemes around Australia

The new Victorian standards have been drawn from existing child safety schemes around Australia:

- Non-binding national framework in place since 2005
- Legislative child safe standards apply in Queensland and South Australia
- Voluntary non-legislative scheme applies in New South Wales
- Australian Children's Commissioners and Guardians' *Principles for Child Safety in Organisations*, 2013
- Commission for Children and Young People and non-government organisations (e.g. Child Wise) have published materials about child safe organisations
- Royal Commission is inquiring into strategies for ensuring child safe institutions.

## Child Safe Standards: Implementation

- Child safe standards cover child sexual abuse, physical abuse, serious emotional and psychological abuse and serious neglect.
- **Principle-based** standards rather than prescriptive standards.
- Many organisations subject to the standards will have relevant policies and processes in place – child safe standards will help organisations address any **gaps**.
- The initial focus will be on **education and capacity-building** rather than compliance.
- Compliance with the standards will initially be monitored through existing regulatory or funding arrangements (where these exist) to help reduce burden on organisations.
- Capacity building materials are being developed.

# Implementation

## **Phase 1:**

Organisations regulated or funded by government that provide services for children will be required to work towards compliance with the standards from 1 January 2016.

This includes government and non-government schools, education and care services (e.g. kindergartens), children's services (e.g. occasional care), early childhood intervention, child protection, youth justice, out-of-home care, hospitals, health centres, family violence, sexual assault, drug or alcohol treatment, mental health, housing and homelessness, disability service providers, family support and parenting, local councils and Maternal Child Health Centres.

## Implementation for registered schools

It is intended that a Ministerial Order under the *Education and Training Reform Act 2006* will specify the minimum actions that all registered schools (primary and secondary) must take to meet each of the child safe standards.

While the child safe standards formally commence on 1 January 2016, they will be phased in during 2016. Regulatory compliance under the forthcoming Ministerial Order is not expected to occur until August 2016, to give schools time to prepare.

The Department of Education and Training and the Victorian Registration and Qualifications Authority will provide information and materials specifically for schools to assist with capacity building and compliance.

# Implementation

## **Phase 2:**

Organisations that provide services for children that have limited or no funding or regulatory relationship with government.

This includes religious organisations, sport and recreation groups, coaching and tuition services for children, entertainment or party services for children, and overnight camps for children.

# The child safe standards

In complying with the child safe standards an applicable entity or individual carrying on a business to which the standards apply must include the following principles as part of each standard:

- *promoting the cultural safety of Aboriginal children*
- *promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds*
- *promoting the safety of children with a disability.*

To create and maintain a child safe organisation, an applicable entity or individual carrying on a business to which the standards apply must have:

1. *strategies to embed an organisational culture of child safety, including through effective leadership arrangements*
2. *a child safe policy or statement of commitment to child safety*
3. *a code of conduct that establishes clear expectations for appropriate behaviour with children*
4. *screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel*
5. *processes for responding to and reporting suspected child abuse*
6. *strategies to identify and reduce or remove risks of child abuse*
7. *strategies to promote the participation and empowerment of children.*

# Child safe standards

**QUESTIONS?**

# Child safe standard 1: Culture

**Organisations must have strategies to embed an organisational culture of child safety, including through effective leadership arrangements.**

A culture of child safety is enhanced by recognising the importance of child safety at all levels of organisations, including leadership (board, CEO), staff and volunteers.

To engage in this cultural change, organisations need to:

- help leaders and managers create an organisational culture that protects children from abuse
- ensure this influences the organisation's policies and practices
- ensure that other staff and volunteers know and understand the organisation's commitment to child safety
- ensure leadership is aware of allegations and substantiated cases of abuse and responds in ways that protect children from abuse.
- commit to continuous improvement through regular reviews and updating policies and practices, and being open to scrutiny.

# Child safe standard 1: Culture and leadership

## Examples of how to implement this standard:\*

- Ensure strategic direction, vision and mission statement include child safety.
- Provide induction/ training in recognising and responding to child abuse for all personnel including leadership.
- Institute an appropriately trained child safety officer/champion.
- Build responsibility for embedding an organisational culture of safety into performance arrangements and position descriptions for senior staff.
- Promote a confidential reporting culture.
- Maintain adequate record keeping of child safety issues which respect privacy.
- Institute child safety and improvements to child safety policies and procedures as a regular agenda item at leadership and staff meetings.
- Clearly communicate child safety policies and procedures to all staff, volunteers, children and families and publishing policies for child safety on the organisation's website.

\*This presentation provides general guidance only on the child safe standards. The Department of Health and Human Services does not guarantee that the examples provided in this document are sufficient for the purposes of an organisation's compliance with existing regulatory or government funding requirements.

## Child safe standard 2: Child Safe Policy or Statement of Commitment

### **Organisations must have a child safe policy or statement of commitment to child safety.**

- Policy or statement? A child safe policy is an overarching document that provides key elements of an organisation's approach to becoming child safe, such as recruitment processes, reporting procedures and guides to how the organisation manages child abuse risks.
- A statement of commitment is an affirmation of the organisation's commitment of child safety and should be included as part of a child safe policy.
- This will influence organisational culture and create consistent policies and procedures within and across organisations engaging with children.
- Public statements or policies help raise awareness of child safety.
- Currently, the degree of action in establishing and improving child safe policies varies greatly across organisations.

## Child safe standard 2: Child Safe Policy or Statement of Commitment

Examples of how to implement this standard\*:

- Have a child safe policy or statement of commitment to child safety that includes a statement or description of:
  - what is child abuse
  - statement of zero tolerance of child abuse
  - statement of commitment to children's safety and best interests
  - statement on prevention and risk management
  - description of roles and responsibilities of personnel involved in protecting children, including duty of care of the board, management, staff and volunteers
  - organisation's commitment to the cultural safety for Aboriginal children, cultural safety for CALD children and the safety of children with a disability.

## Child safe standard 2: Child Safe Policy or Statement of Commitment

- The statement or policy could also include:
  - children's rights and adults' obligations in ensuring child safety, for example by reference to the *United Nations Convention on the Rights of the Child*
  - detailed description of the systems for promoting a safe environment, including through the early identification and response to risks
  - expectations and requirements of staff to ensure the protection of children
  - contact details for organisation's child safety champion/officer.
- Publicly communicate the statement or policy, for example, on websites, annual report, recruitment advertisements.
- Communicate the statement in community languages, including Aboriginal and CALD languages and in accessible methods for people with a disability.

## Child safe standard 3: Code of Conduct

**Organisations must have a code of conduct that establishes clear expectations for appropriate behaviour with children.**

To create and maintain a child safe organisation, you must develop or review codes of conduct and ensure they provide all staff, volunteers and children with a set of clear principles about how they should behave in a child-safe environment.

This will contribute towards establishing clear behavioural expectations and boundaries for personnel interacting with children.

Organisations can reference professional codes of conduct that clearly outline appropriate behaviour with children.

## Child safe standard 3: Code of Conduct

Examples of how to implement this standard\*:

- Codes of conduct include:
  - clear and specific standards of conduct for working with children in different situations, for example the code of conduct could cover boundaries for physical contact in sports coaching
  - clear explanation of appropriate relationships with children for staff, volunteers, parents and children
  - instruction on how adults should respond to any risks adults may pose to children, or that children may pose to each other
  - recognition of the needs of Aboriginal children and CALD children and culturally appropriate behaviour
  - recognition of any differences in what is considered acceptable behaviour (for example personal care for children in out-of-home care or children with a disability).
- Requiring staff and volunteers to sign the code of conduct.
- Code of conduct for children outlining behaviour of children, e.g. zero tolerance of abuse.

## Child safe standard 4: Human Resources

**Organisations must have screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.**

Organisations need to ensure that newly recruited and existing staff and volunteers understand the importance of child safety, are aware of the relevant policies and procedures, and are trained to minimise the risk of child abuse.

This should be done by engaging various recruitment tools not just the Working with Children Check.

Once staff are hired, the provision of ongoing support, supervision and training is critical to managing and reducing the risk of child abuse.

## Child safe standard 4: Human Resources

Examples of how to implement this standard\*:

- Design and adhere to recruitment and selection processes that focus on:
  - factors that may indicate a risk to child safety, i.e. “red flags” (e.g. reluctance to undergo a Working with Children Check or police check)
  - understanding of child safety
  - understanding and respecting Aboriginal culture, cultural and linguistic diversity and needs of children with a disability.
- Undertake recruitment and selection practices including:
  - Working with Children Checks when required
  - police checks
  - face-to-face interviews where possible
  - interview questions to assess people’s motives when working with children
  - referee checks that assess the quality of the applicant’s previous experience
  - probation periods
  - references to the child safe policy or statement in recruitment advertisements.

## Child safe standard 4: Human Resources

- Regularly provide information, training and education for employees and volunteers about child abuse and child safety, including:
  - what child abuse is
  - how to identify and reduce child abuse risks
  - understanding and appreciating diversity, cultures and languages, including Aboriginal
  - what constitutes inappropriate behaviour between children, and between children and adults, such as grooming, inappropriate sexualised play, bullying and fighting.

## Child safe standard 4: Human Resources

- Train board members, staff and volunteers specifically on child safety in ensuring the safety of:
  - Aboriginal children
  - CALD children
  - Children with a disability.
- Use culturally inclusive recruitment practices.
- Provide ongoing support, supervision and performance management for staff and volunteers.
- Ensure interview questions are asked to understand applicants' past experiences.
- During interviews, emphasise your organisation's culture of valuing child safety, to underscore its importance to your organisation.

## Child safe standard 5: Reporting and responding

**Organisation must have processes for responding to and reporting suspected child abuse.**

Organisations should:

- ensure a supportive environment for children, personnel or families who report allegations of abuse or child safety concerns
- develop and implement clear policies and procedures to ensure staff, volunteers, families and children know how to report abuse allegations, and feel comfortable doing so
- clear policies and procedures for notifying authorities, including the police and child protection, of suspected child abuse that comply with all legal requirements
- be clear on the responsibility of personnel to report, and to whom they should report if a child discloses abuse or concerning behaviour.

## Child safe standard 5: Reporting and responding

Examples of how to implement this standard on **reporting**\*:

- Comply with all legal requirements to report child abuse to appropriate authorities, such as police and child protection.
- Ensure processes for reporting suspected child abuse are appropriate, clear and robust, and that children and families feel comfortable following them. This includes: step by step guides on when and to whom to report (including leadership and police/child protection); accurate record keeping.
- Train staff and volunteers on how to report and identify signs of risk.
- Publicise and make accessible avenues for reporting concerns for children and families in community languages and relevant modalities such as braille and assistive technologies.
- Institute feedback process for staff, volunteers, children and families on organisational policies and procedures.

## Child safe standard 5: Reporting and responding

Examples of how to implement this standard on **responding**\*:

- Ensure children are safe, and that procedures for responding to alleged abuse are fair and focus on child safety, for example by suspending the alleged perpetrator or providing them with alternate duties pending investigation.
- Provide support and comfort to a child reporting abuse or safety concerns, and never blame or interrogate a child.
- Contact parents / carers as appropriate.
- Provide ongoing support (e.g. helping them understand their rights and processes that will follow), and/or make referrals for support (e.g. counselling).
- Review organisational child safe policies and procedures and organisational responses following an incident to help drive continuous improvement.

## Child safe standard 6: Detect and prevent (risk management)

**Organisations must have strategies to identify and reduce or remove the risk of child abuse.**

Organisations need to adopt a risk management approach by considering their child safety risk(s) based on the nature of their activities with children, physical and online environments and the characteristics of children to whom they provide services.

This covers both 'business as usual' risks and risks posed by specific activities such as excursions and overnight trips. Where risks are identified, organisations are required to reduce or remove them to help ensure the safety of children.

## Child safe standard 6: Detect and prevent (risk management)

Examples of how to implement this standard\*:

- Ensure a clear and accessible process for evaluating risks posed by situations and activities relevant to the organisation, its size and resources, and the children they work with.
- Developing, recording and communicating clear processes for removing risks to children (e.g. removing staff who may pose a risk).
- Provide staff and volunteers with training in identifying children at risk of abuse and organisational child abuse risks, for example blocked-off/out-of-sight spaces (especially rooms with doors that can be locked).
- Committed to continual improvement in how risks are managed by learning from past lessons, including policy review and staff training.

## Child safe standard 6: Detect and prevent (risk management)

- Drive a risk management approach through endorsement and ownership by management, including responsibility for risk identification and management in position descriptions.
- Institute risk management policies and processes including supervision requirements for children by suitable staff.
- Include discussion about apparent risks or 'near misses' in team meetings.
- Encourage early identification and raising awareness of possible risks.
- Roster staff with experience and qualifications to manage high risk environments.

## Child safe standard 7: Empowering children

**Organisations must have strategies to promote the participation and empowerment of children.**

Organisations need to have environments where children feel safe and comfortable in reporting concerns or allegations of abuse.

Children often do not report abuse because they feel uncomfortable or they do not know how to raise their concerns or allegations of abuse.

Simple and accessible processes that help children understand their rights and what to do if they want to report inappropriate behavioural concerns should exist.

## Child safe standard 7: Empowering children

Examples of how to implement this standard:

- Provide children, including children with CALD backgrounds and children with a disability with accessible information about what child abuse is, their rights and how they can raise concerns about abuse. For example, posters, information sheets, websites and social media.
- Assist children to understand their right to make decisions about their body and their privacy.
- Gather feedback from children about whether they would feel safe to raise concerns and on child safe policies and processes. Implement improvements based on this feedback.

## Child safe standard 7: Empowering children

- Train staff and volunteers on methods of empowering children and encouraging children's participation.
- Encourage participation and empowerment of children in other organisational activities, such as organisational planning and decision making.
- Raise awareness in the organisation and community about children's rights.

# How the child safe standards could assist organisations to improve child safety

## **Example**

A community service organisation operates a drop-in service for adult clients. The organisation also operates a youth group for young people aged 14 - 17.

In accordance with the requirements of the child safe standards to have '*strategies to identify and reduce or remove the risks of child abuse*' (Standard 6), the organisation puts the following measures in place:

- undertakes a risk assessment of the physical spaces used during the provision of all services
- ensures that there is adequate supervision
- operates the adult drop-in service at different hours than the youth group
- implements a complaints management process that adults and children can access if they have any concerns.

# Child safe standards

**QUESTIONS?**

## Group discussion

- What does your organisation need to do to meet the child safe standards?
- Do you need to develop or review existing child safe policies?
- Do your policies promote cultural safety of Aboriginal children, cultural safety for CALD children and the safety of children with a disability?
- Feedback on the examples for each standard provided in this presentation.

## Next steps

- If you are an organisation that is regulated or funded by government that provide services for children you will be required to **work towards compliance** with the standards from 1 January 2016.
- Assess your current policies and practices to identify what you do well and areas for improvement.
- It is intended that other organisations providing services to children that have limited or no funding or regulatory relationship with government, including religious and sporting organisations, will be subject to the standards from 1 January 2017.
- Further supplementary guidance materials, including toolkits and templates will be developed and released over the coming weeks.

## Further information

Further information on child safe standards can be found on the Department of Health and Human Services' website: <http://www.dhs.vic.gov.au/about-the-department/plans,-programs-and-projects/projects-and-initiatives/children,-youth-and-family-services/creating-child-safe-organisations>

Further information about the implementation of other Betrayal of Trust Inquiry reforms can be accessed via the Department of Justice and Regulation website: <http://www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/betrayal+of+trust+implementation>

### **Contacts**

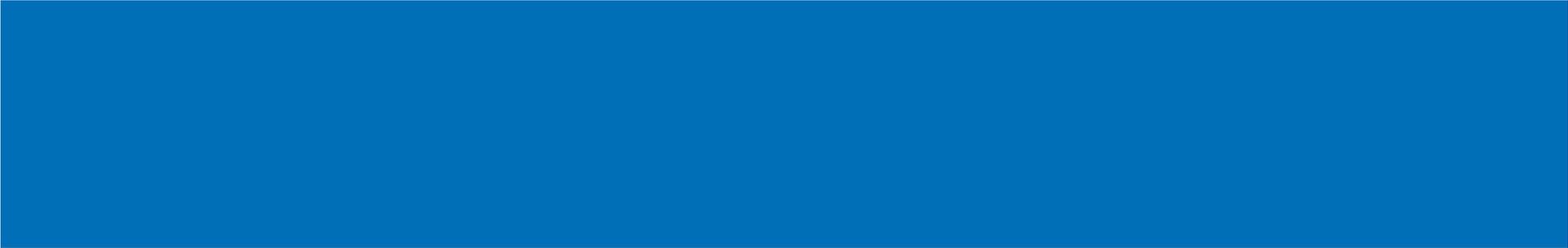
Organisations can email [childsafestandards@dhhs.vic.gov.au](mailto:childsafestandards@dhhs.vic.gov.au) or call (03) 9096 0000 for further information.

**Registered schools** can contact the Department of Education and Training: [child.safe.schools@edumail.vic.gov.au](mailto:child.safe.schools@edumail.vic.gov.au)

**Early childhood services** operating under the National Quality Framework or *Children's Services Act 1996* should contact:

[licensed.childrens.services@edumail.vic.gov.au](mailto:licensed.childrens.services@edumail.vic.gov.au)

**Licensed children's services** enquiry line: 1300 307 415



To receive this publication in an accessible format email [childsafestandards@dhhs.vic.gov.au](mailto:childsafestandards@dhhs.vic.gov.au)

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Where the term 'Aboriginal' is used it refers to both Aboriginal and Torres Strait Islander peoples. Indigenous is retained when it is part of the title of a report, program or quotation. Throughout this paper we refer to 'Aboriginal peoples' rather than 'Aboriginal people' to reflect the plurality and diversity of Victorian Aboriginal communities.

Available at: [www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/child-safe-standards](http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/child-safe-standards)

The training materials on the criminal offences were developed from training materials from the Young People's Legal Rights Centre (Youthlaw). They can be contacted to provide low cost training to your staff or organisation with a focus on those staff who work with young people or children. Their workshops include practical examples and discussion with participants. To enquire about training email [education@youthlaw.asn.au](mailto:education@youthlaw.asn.au) or phone Youthlaw on 9611 2412.