

Child Safe and Wellbeing

Issue Date: **21 November 2022**

Revision date: 21/11/2023

Version: **3.00**

Contents

Contents	1
Reclink Australia’s Statement of Commitment to Child Safety	3
1.0 Introduction	3
2.0 Scope	4
3.0 Terms and Definitions	4
4.0 Symbols and Abbreviations	5
5.0 Responsibility	5
5.1 CEO	5
5.2 Staff	5
5.3 Volunteers and Contractors	5
5.4 Member Agencies/Partners:	5
6.0 Requirements	5
6.1 Organisations Establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued	6
6.2 Child safety and wellbeing is embedded in organisational leadership, governance and culture.	6
6.2.1 State by State reporting requirements or guidelines.	7
6.3 Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously	9
6.4 Families and communities are informed and involved in promoting child safety and wellbeing.	10
6.5 Equity is upheld and diverse needs respected in policy and practice	10
6.6 People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice	10
6.6.1 Background Checks	11
6.6.2 State and Territory Additional information relating to Background Checks:	11
6.6.3 Volunteers and Contractors	13

6.6.4 Currency of Working with Children Checks (or similar)	13
6.6.5 On Going Monitoring of WWCC status	13
6.7 Processes for complaints and concerns are child focused.....	14
6.8 Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.....	14
6.9 Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.	15
6.10 Implementation of the Child Safe Standards is regularly reviewed and improved.	15
6.11 Policies and procedures document how the organisation is safe for children and young people. .	16
7.0 Associated Documents.....	16
8.0 Appendices	18

Reclink Australia’s Statement of Commitment to Child Safety

Reclink Australia has a strong commitment to operate as a child safe organisation through the prevention, identification and reporting of child harm from abuse or neglect and the risk of such harm.

We are committed to the safety, participation and empowerment of all children.

We have zero tolerance of child abuse and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

We are also committed to ensure that all staff involved in child-related work, as part of their duties, comply with all relevant State and Territory legislation.

All children and young people who participate in any Reclink Australia programs have the right to feel safe, be safe and be in a supportive environment. Reclink Australia considers that the welfare of children in a holistic sense is of vital importance and has a zero tolerance policy regarding child harm from abuse or neglect and the risk of such harm.

All programs are structured to enable children and young people to have fun, enjoy themselves and at the same time be safe. Reclink Australia has a particular focus on ensuring safety for children and young people with a disability and those from marginalised communities.

We value diversity and do not tolerate any discriminatory practices. We promote the participation and empowerment of children from diverse backgrounds.

We are committed to the cultural safety of Aboriginal children, the cultural safety of children from culturally and/or linguistically diverse backgrounds and to providing a safe environment for children with a disability.

We recognise the importance of a risk management approach to minimising the potential for child harm to occur and use it to inform our Statement of Commitment.

This policy applies to all Reclink Board Members, Staff, Volunteers and Contractors, all of whom are required to accept this statement of commitment.

1.0 Introduction

Reclink Australia’s Child Safety and Wellbeing Policy reinforces an ongoing commitment to a zero tolerance approach to child abuse and neglect. Essential ongoing measures will enable Reclink Australia to be a stronger child safe organisation through increasing the capacity of the workforce and community, including families and children, to prevent and respond to the risks of child abuse.

Reclink Australia recognises that the whole workforce and stakeholders have a duty to keep children and young people safe and has developed and implemented a policy and associated documents to meet legal and moral obligations and aims to protect children from abuse and support their overall health and wellbeing.

2.0 Scope

This policy applies to all people employed directly by Reclink Australia whether full time, part time, casual or temporary. It also applies to people engaged as a volunteer, contractor and member agency staff.

This policy applies to all activities in the organisation which involve, result in or relate to interaction with children.

For the purposes of this policy only, where the word “child” or “children” is used exclusively, this is inclusive of all children and young people under the age of 18.

3.0 Terms and Definitions

The verbal forms used to express Reclink Australia’s requirements, recommendations and permissive statements are as follows:

- **Shall** - designates a mandatory Reclink requirement
- **Should** - designates a specific recommendation where conformance is not mandatory
- **May** - designates a permissive statement - an option that is neither mandatory nor specifically recommended

<i>Term</i>	<i>Definition</i>
Agency Staff	An employee of a member agency that attends a program to support their clients.
Child or Children	A person who has not reached the age of 18 years of age and in the absence of positive evidence as to age means a person who is apparently under 18 years of age.
Contractor	Is an incorporated entity or an individual employed by the incorporated entity, or an individual, employed by Reclink Australia to deliver, conduct, oversee or facilitate a program or deliver other services.
Mandatory reporting	Is the legal requirement for certain professional groups to report a reasonable belief of child physical or sexual abuse to child protection authorities.
Partner	Is an entity with which Reclink Australia has some form of alliance. This relationship may be a contractual, exclusive bond in which both entities commit to an agreed goal.
Reclink Staff	Includes all Reclink Australia employees.
Vulnerable person	A child or adult who is disadvantaged as a result of a physical or mental disability, age or health status

Volunteer	An individual who is given an unpaid role with Reclink Australia and who is officially registered and recorded as a Volunteer in the Be Collective database.
------------------	--

4.0 Symbols and Abbreviations

Abbreviation	Explanation
CEO	Chief Executive Officer
DHS/DSCI	Department of Health Services/Department for Communities and Social Inclusion
LGA	Local Government Area
WWCC	Working With Children Checks
WWVC	Working With Vulnerable People Checks

5.0 Responsibility

5.1 CEO

To review this policy and associated procedures and ensure the organisation's compliance. To ensure all new and existing staff and volunteers are aware of this policy and associated documents and follow them as appropriate.

5.2 Staff

To ensure familiarity and compliance with this policy and relevant procedures to ensure the safety and security of children.

5.3 Volunteers and Contractors

To ensure familiarity and compliance with this policy and relevant procedures to ensure the safety and security of children.

5.4 Member Agencies/Partners:

To ensure familiarity with this policy and procedures relevant to it, are followed at all times to ensure the safety and security of children. To provide Reclink with evidence of their own Child Safety policy and statement at each annual renewal of their Reclink Membership.

Requirements

6.1 Organisations Establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued

Where there is an involvement of Aboriginal children in Reclink Australia activities, Reclink Australia will liaise with member agencies and/or indigenous communities to create a culturally safe environment for Aboriginal children, by:

- Creating an Inclusive and welcoming physical and online environment for Aboriginal children and their families.
- Supporting, guiding or training staff and volunteers and leaders to understand, respect and value Aboriginal culture and to understand the importance of this to the safety and wellbeing of Aboriginal children.
- Promoting staff and volunteers to encourage and support children to express their culture and enjoy their cultural rights.

6.2 Child safety and wellbeing is embedded in organisational leadership, governance and culture.

Reclink Australia puts into practice its commitment to child safety and wellbeing by mandating that all employees, volunteers and contractors on commencement of work with Reclink Australia shall complete the online child safe training <https://childsafekineoport.com.au> and read and acknowledge this policy and the Reclink Australia Code of Conduct.

The module refresher shall be completed by all employees, volunteers and contractors every two years.

Updated versions of this policy shall be read and acknowledged every two years or earlier if there has been a major change to the content of the policy.

Employees, volunteers and contractors understand that Reclink Australia:

- Is a child safe organisation through the prevention, identification and reporting of abuse, neglect, harm, or the risk of any of these.
- Is committed to the safety, participation and empowerment of all children.
- Has a zero tolerance of child abuse, and all allegations and safety concerns will be reported and treated very seriously and consistently with our robust policies and procedures.
- Will monitor and review the organisation's performance in delivering child safety and wellbeing.
- Have risk management strategies that focus on preventing, identifying and mitigating risks to children and young people.

All Reclink Staff, Volunteers and Contractors are aware that they are required to notify the CEO if they suspect on reasonable grounds that a child or young person is or may be at risk of harm. The CEO will then notify the relevant authorities as required.

Any suspicious or inappropriate conduct towards children and young people is required to be reported immediately. Any such incident involving a child or young person will be immediately reported to the relevant State Manager, Strategic Leadership Team member and CEO, as soon as practicable, and who under the requirements of a child safe environment has a legal or a best practice requirement to report suspected or actual child harm to the police or to a relevant Child Abuse Report Line (*refer to section 6.2.1*)

At Reclink there is an expectation that all sporting and community organisations who run programs in partnership with us (including sport, recreation and arts programs, and any other programs) maintain a safe and healthy work environment for all Staff, Volunteers and Contractors and that a child safe environment exists. This requires any suspected child harm to be reported by all community partners in line with relevant State and Territory best practice or mandatory reporting requirements.

Reclink Australia also has a Child Safety Officer in each State or Territory where programs are operating. Staff, Volunteers or Contractors or members of the public can contact a child safety officer to discuss any concerns they have relating to the safety of children.

Mandatory reporting refers to the legal requirement of certain professional groups to report a reasonable belief of child physical or sexual abuse to child protection authorities. The mandatory reporter for Reclink Australia is the CEO or their delegate.

6.2.1 State by State reporting requirements or guidelines.

a. Victoria:

If you have concerns about the immediate safety of any person, please, ring Victoria Police: **000**

Report a concern about child safety to the Commission or to other regulators. If you are concerned that an organisation may not be complying with the Child Safe Standards, you can tell the Commission:

- by phone: 1300 78 29 78
- by email: contact@ccyp.vic.gov.au

Mandatory notification of a reportable allegation by head of organisation should be submitted via the secure web form at

<https://ccyp.vic.gov.au/report-an-allegation/notify-about-a-reportable-allegation>

Under the Reportable Conduct Scheme

Within three business days after becoming aware of a reportable allegation, heads of organisations must notify us that a reportable allegation has been made against one of their workers or volunteers.

Within 30 calendar days after becoming aware, heads of organisations must provide certain detailed information about the allegations and their proposed response

b. South Australia:

People report to the Child Abuse Report Line 13 14 78 or in the case of immediate danger Police 000.

c. New South Wales:

If you have concerns about the immediate safety of any person, please, ring New South Wales Police: **000**

There are two ways mandatory reporters can make a child protection report:

1. By eReport through the [ChildStory Reporter website](#).
2. By calling the Child Protection Helpline on 132 111.

d. Queensland:

If you have concerns about the immediate safety of any person, please, ring Queensland Police: **000**

For information on what to report and how to report in Queensland see:

<https://www.qld.gov.au/community/getting-support-health-social-issue/support-victims-abuse/child-abuse/reporting-child-abuse>

How to make a formal report about child abuse (Monday -Friday, 9am-5pm)

Brisbane and Moreton Bay	Phone: 1300 682 254
Far North Queensland	Phone: 1300 684 062
North Queensland	Phone: 1300 706 147
South East	Phone:1300 679 849
South West (Darling Downs) Toowoomba	Phone:1300 683 390
South West (West Moreton) Ipswich	Phone: 1800 316 855
Sunshine Coast and Central Queensland	Phone: 1300 703 762

or the Child Safety After Hours Service Centre on 1800 177 135 if outside business hours.

e. Tasmania:

If a child is at immediate risk and Police or medical assistance is required, dial **000**.

Anyone who reasonably suspects that a **child** is or has been abused or neglected **must report** this to the Child Protection Advice and Referral Service on 1800 000 123 and/or to police.

f. Australian Capital Territories:

If a person considers the risk of harm to a **child or young person** requires immediate police attention, they should call 000.

If a person suspects or believes on reasonable grounds that a **child or young person** is experiencing *abuse* or neglect or they wish to discuss concerns about a **child or young person**, they should contact Care and Protection Services as soon as possible on 1300 556 729.

g. Western Australia

If the matter is urgent or the safety, health or welfare of a child is at risk then the emergency 000 number must be called.

You can also report child abuse by:

- calling the Western Australia Police Force on 131 444
- calling Crime Stoppers on 1800 333 000
- make a report at your local police station who will advise the Child Abuse Squad

Information supplied to the Child Abuse Squad is treated with the strictest of confidence.

Anyone who has reasonable grounds for suspecting a child or young person (under the age of 18) has been or is at risk of being neglected or physically, sexually or emotionally abused, should report their concerns to either the Department of Communities, Child Protection and Family Support or the Western Australian Police.

Department of Communities Child Protection and Family support Central Intake Team contacts- 1800 273 889 or email CPDUTY@cpfs.wa.gov.au.

6.3 Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously

Primarily Reclink Australia programs work in collaboration with member agencies all of whom are expected to have child safe policies in place where that agency works with children and young people.

Reclink Australia is committed to listening to and involving children and young people and will liaise with the member agencies to discuss strategies that could be used by the organisation to empower children to know their rights and have their rights respected. Where required, Reclink shall liaise with member agencies and communities to provide children with training so they can participate in decision-making and have their voices heard and provide them with the knowledge and resources to give feedback and have a means to raise concerns or complaints if that is required.

For example, Reclink Australia in partnership with member agencies may liaise with their Youth Reference groups, conduct surveys and receive feedback forms from participants.

6.4 Families and communities are informed and involved in promoting child safety and wellbeing.

Reclink will work with member agencies, organisations and/or communities to include where possible, families and communities so they can participate in decisions that impact their children and to form a relationship so families and communities can feel comfortable providing feedback or if necessary, submit a complaint. (refer to section 6.7)

Reclink Australia on request shall provide the organisation's child safety and wellbeing policies and ensure children and young people are informed about their rights to participate in decisions affecting them and are taken seriously.

6.5 Equity is upheld and diverse needs respected in policy and practice.

Reclink Australia shall recognise and respect the diverse needs of all children and work with the member agencies or organisation to implement strategies that uphold the equity for all children, provide them with culturally safe information and support and prevent child abuse and harm resulting from discrimination based on disability, race, ethnicity, religion, sex, intersex status, gender identity or sexual orientation.

6.6 People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

Staff Recruitment and Induction

Reclink Australia has clear procedures in place in determining if prospective applicants are people who are qualified and are an appropriate person to be working with children.

Position descriptions include the commitment to respectful inclusive and safe work places. All staff undergo relevant Background Checks (see below). Prospective employees are also briefed in person and also receive written information around Reclink Australia protocols regarding child safety and how the organisation complies with the relevant state legislation.

Reclink staff shall provide qualified referees who are also followed up with a documented reference check.

Staff are employed for an initial probationary period (which can be extended if necessary) during which time they will be working alongside other staff and management who are able to confirm their suitability or otherwise in working with children and young people.

At induction the following mandatory tasks are relevant:

1. Completion of Child Safe Training Module; <https://childsafekineoportal.com.au>
2. Reading, understanding and signing of this policy and procedure
3. Reading and signing an understanding of the Staff Code of Conduct

6.6.1 Background Checks

All staff must complete current Background Checks relevant to the State or Territory in which they are working including Working with Children and Police Checks prior to the commencement of employment or placement.

The relevant Working with Children Checks are:

- Working with Children Check (Vic, SA, WA, NSW)
- Work with Vulnerable People Check (Tas, ACT)
- Bluecard – (Qld)

A copy of satisfactory Background Checks must be sent to the relevant State Manager and P&C Administrator before commencing work. No-one shall commence employment without the relevant checks being completed.

All valid Background Checks will be copied and included in relevant personnel files held by Reclink Australia (electronic or hard copy), which will also ensure that staff keep their Background Checks up to date.

The P&C Administrator will maintain a register of staff including their Background Checks. 60 days prior to the expiry of a Background Check the P&C Administrator will notify the staff member and the relevant State Manager of the forthcoming expiry of the WWCC.

In the event that a staff member does not 'pass' one or more Background Check, or does not complete and submit their Background Checks while employed at Reclink the following steps take place:

1. Immediate stand down with pay pending investigation
 - a. Written notice given to the staff person outlining why they have been stood down
 - b. The staff member is provided with 3 days to respond
2. An investigation is conducted
3. If an error has been made, and the Background Check is completed satisfactorily, the staff member will be re-instated
4. If the Background Checks are accurate and the individual did not pass their Background Checks, for whatever reason, or the individual concerned does not complete the relevant Background Checks, the staff member will be immediately dismissed (termination without notice).

Refusing to complete, not completing without reasonable justification in a timely manner, or failing a mandatory Background Check may after investigation be wilful misconduct and lead to termination without notice, consistent with the Reclink Australia employment contract.

6.6.2 State and Territory Additional information relating to Background Checks:

a. Victoria

All Staff, Volunteers and Contractors over 16 require a Working With Children Check (WWCC).

The Working With Children Check is an assessment of whether a person poses an unacceptable risk to children and young people. It does this by screening people's criminal history, child protection information and other information.

At Reclink ALL Staff based in Victoria require a WWCC prior to commencing employment.

In Vic WWCC needs to be renewed every 5 years

www.workingwithchildren.vic.gov.au

b. South Australia

All staff, Volunteers and Contractors over 16 require a positive DHS/DCSI child-related employment screening (until it expires) or a Working With Children Check.

From July 1, 2020, in SA the National Police Check is no longer valid for people working or volunteering with children and young people.

In SA WWCC need to be renewed every 5 years.

In SA a Child Safe Environments Compliance Statement is also required to be submitted to the Department of Human Services to be updated as required and reviewed at least every 5 years. For further information go to [Child Safe Environments](#)

www.screening.sa.gov.au

c. New South Wales

For Working With Children Check system in NSW see:

<https://www.kidsguardian.nsw.gov.au/child-safe-organisations/working-with-children-check>

d. Queensland

For information on the Blue Card system in Queensland, see:

<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card-services>

e. Tasmania

You may need to apply for registration of WWVP if you:

- are 16 years of age and over
- work or volunteer with children (that is, anyone under 18 years of age)
- would be expected to have more than incidental contact with children as a normal part of your duties

Examples of roles that are likely to require registration are listed below. Exemptions apply in certain circumstances. See [exemptions from registration](#) for more information.

An employer or volunteer organisation may also require a person to be registered.

d. West Australia

A WWC Check in Western Australia is required by a person over the age of 16 if they engage in certain paid or unpaid work with children, described as [‘child-related work’](#) under the WWC Act.

6.6.3 Volunteers and Contractors

Volunteers and Contractors must provide a copy of a Background Check that satisfies the requirements of their State or Territory prior to working in any program that a child may participate in or attend.

Volunteers and Contractors are responsible for renewing their Background Check and providing Reclink Australia with a copy of their renewed Background Check.

Volunteers and Contractors must immediately notify their Reclink Australia supervisor if the validity of their Background Check changes at any point in time.

Reclink Australia will maintain a register of Volunteers and Contractors with details of their:

- Background check, including the expiry date
- Emergency contact details
- Commencement date
- Role

6.6.4 Currency of Working with Children Checks (or similar)

Any Employee, Volunteer or contractor who for whatever reason fails to meet the requirements of their Working with Children Checks (WWCC) shall inform the P&C Manager immediately.

6.6.5 On Going Monitoring of WWCC status

The following state governments will notify Reclink Australia if the WWCC status of an employee volunteer or contractor has changed:

- Queensland
- Victoria
- Western Australia

Manual checks for the currency of WWCCs shall be conducted for the following states;

- South Australia
- Tasmania
- Australian Capital territory

If Reclink Australia has been notified that an employee's or volunteer's WWCC is no longer valid then that person shall be stood down and prevented from working in the field until the failed WWCC status can be investigated.

If the WWCC or WWVC is confirmed to be no longer valid for an;

- employee, their employment with Reclink shall be terminated
- volunteer, their work with Reclink Australia will be terminated .

The P&C team shall ensure that new employees or volunteers to Reclink Australia with an existing WWCC change the address for their previous employer to the respective state Reclink Australia state address. This to ensure that if there is a change to the WWCC status of an employee or volunteer Reclink Australia is immediately notified and respond accordingly.

6.7 Processes for complaints and concerns are child focused.

Any complaint about interaction between children or young people and Reclink Australia Staff, Volunteers, Contractors or others will be handled as follows;

- The CEO will be notified within 24 hours of any complaint
- The CEO will initiate an investigation. Depending on the nature of the complaint the investigation team can be with internal personnel or using an external provider.
- If necessary, the CEO shall contact the relevant State and Territory Police Department.
- If mandatory reporting is required the CEO will contact the relevant state and territory child commission.
- The complaint will be entered into a confidential child complaint file.
- Reclink Australia will also inform the complainant that they may contact the relevant State and Territory Children and Young People Commissioner in relation to their complaint.

6.8 Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

During the induction, employees, volunteers and contractors are required to complete the following mandatory tasks:

- Completion of Child Safe Training Module; <https://childsafekineoportal.com.au>
- Reading, understanding and signing of this policy and associated documents
- Reading and signing an understanding of the Code of Conduct.

Acknowledgement of this policy by employees, volunteers and contractors is required every time there is a significant change to the policy due to changes in legislation or the standards.

Reclink policies aim to create the safest possible environment for children and young people. Reclink Risk Assessment documentation includes assessment of risks associated with keeping children safe from abuse, neglect, harm or the risk of any of these.

All programs are structured to minimise the possibility of children or young people being put at risk of harm including:

- Where staff are required to transport children, they will be accompanied by another Reclink staff person or agency member staff person.
- No filming or photographing will be conducted by Reclink Australia without the permission of the children or young people concerned. This permission will be given via a waiver ([RDN-013 Reclink Australia Participant waiver and still and moving image consent form](#)) authorised by the parent or guardian.
- Staff will not operate programs with children without other persons adults present.
- All programs involving children will have the appropriate level of supervision required to minimise the risk of harm.
- All programs and programmed activities have set risk management structures in place incorporating and assessing child safety risks in order to create the safest possible environment and form part of the planning process. They are also subject to regular review. For example, sporting and recreational programs risk assessments are set for all programs to reduce the risk of physical harm to children and young people and all health and safety protocols are followed accordingly.
- All programs are conducted with the clear understanding that no inappropriate physical contact is accepted. Reclink staff have the responsibility to closely supervise all programs where children and young people are involved and ensure that this policy is observed.
- Volunteers are not to be alone with children.

6.9 Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

Policies and Procedures are reviewed commensurate to the risk they control.

Changes to legislation or standards will initiate a review of policy ([RDN-001 Reclink Australia Policy – Child safety and Wellbeing](#)) to identify any gaps and if required the policy is updated accordingly. Where there has been no changes to legislation or standards this policy will be reviewed annually, by the Risk and Compliance Officer and updated accordingly. New or update policies and procedures will be announced on the Reclink intranet.

Any complaints will be entered into the Complaint Register by the Risk & Compliance Officer and reviewed quarterly by State Managers to review complaints and follow up actions taken.

6.10 Implementation of the Child Safe Standards is regularly reviewed and improved.

Reclink Australia is committed to ensuring that the organisation's policies and practices in regard to working with children and young people remain consistent with any legislative or policy requirements and changes. Reclink Australia will continue to review updates from the relevant Children and Young People Commissioners on a regular basis to ensure that practices are

relevant, appropriate and effective in ensuring children and young people are provided with a safe environment.

Reclink Australia has a continuous improvement approach to its policies and procedures. We recognise that Child Safety related policies and procedures require special attention and review and will ensure the review and assessment requirements of each State and Territory are met. As a minimum the Child safe Policy is reviewed every year unless new legislation/regulations have been introduced.

Reclink Australia is a member of the employer association Ai Group who keep members informed of regulatory changes.

6.11 Policies and procedures document how the organisation is safe for children and young people.

At induction staff and volunteers are required to complete the following mandatory tasks:

- Completion of Child Safe Training Module; <https://childsafekineoport.com.au>
- Reading, understanding and signing of this policy and associated procedures
- Reading and signing an understanding of the Staff Code of Conduct.

All risk assessment covering activities will have a child safety section for assessment by the Sport's Coordinator delivering the session.

All policies , procedures and risk assessment can be located by employees, volunteers and contractors in the Reclink Intranet <https://relink.sharepoint.com/sites/theHub/>

7.0 Associated Documents

[RDN-013 Reclink Australia Form - Participant waiver and still and moving image consent](#)

[RDN-055 Reclink Australia Policy- Code of Conduct](#)

[RDN-082 Reclink Australia Policy- Privacy](#)

[RDN-084 Reclink Australia Policy- Complaints](#)

[RDN-114 Reclink Australia Policy- Discrimination, Harassment and Bullying](#)

State Legislation

Reclink Australia is bound by and complies with all relevant State, Territory and Commonwealth laws which aim to protect people from certain kinds of discrimination in Australian public life. Reclink Australia endeavours to work in accordance with relevant legislation and policies in this area to ensure the organisation develops and delivers services that are consistent with State and Territory standards to protect children and young people.

South Australia

The Children and Young People (Safety) Act 2017 and the Child Safety (Prohibited Persons) Act 2016. (SA)

<https://dhs.sa.gov.au/services/community-and-family-services/child-safe-environments>

Victoria

- Working with Children Act 2005 (and associated Victorian legislation)
- Worker Screening ACT 2020
- Working with Children Regulations (Vic.)
- Department of Justice Working with Children website (Vic.)

www.workingwithchildren.vic.gov.au

West Australia

- Children and Community Services Act 2004 (WA)
- Children and Community Services Regulations 2006 (WA)
- Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2008 (WA)
- Working with Children (Criminal Record Checking) Act 2004 (WA)
- Working with Children (Criminal Record Checking) Regulations 2005 (WA)

Tasmania

- The Children Young Persons and Their Families Act 1997 (Tasmania)
- Child Safety Services (Tasmania)

https://www.communities.tas.gov.au/children/child_protection_services/information_sheets_and_resources.

Australian Capital Territories

Working with Vulnerable People (Background Checking) Act 2011 (ACT)

Children and Young People Act 2008 (ACT)

Kids Matter: Safe and Secure Cultural Environments for Children in the Australian Capital Territory, unpublished report prepared as a Cultural Management Development Program project by Peter Appleton, Helena Bezzina, Kelee Hodge, Emily Pollnitz and Libby Stewart, 2009. (ACT)

Queensland

Child Protection Act 1999

<https://www.legislation.qld.gov.au/view/html/inforce/current/act-1999-010>

New South Wales

Children and Young Persons (Care and Protection) Act 1998

<https://www.legislation.nsw.gov.au/view/html/inforce/current/act-1998-157>

Other Related External Documents

UN Convention on the Rights of the Child, Office of the United Nations High Commissioner for Human Rights, 1990: Although Australia has ratified the UN Convention on the Rights of the Child (CRC), it has not been incorporated into Commonwealth law. As a National organisation Reclink Australia seeks to observe and implement the key provisions of the Convention to ensure children and young people are safe, valued, respected and protected.

Australian Human Rights Commission Act 1986 (Cth).

8.0 Appendices

Nil for this document

Document Control

Authoriser: CEO

Content Owner: Risk & Compliance Officer

Revision Date	Version No	Reason for Change	Authorised by
1/7/2022	1.00	Incorporate the new Child safe Standards for Vic	CEO
21/11/2022	2.00	Reviewed by Leadership team	CEO