RESPONDING TO SUSPECTED CHILD ABUSE

IN CASE OF AN EMERGENCY: CONTACT 000

North West Melbourne Police Station: (03) 8379 0800 6 Wreckyn St, North Melbourne VIC 3051

The Department of Families, Fairness and Housing' (DFFH):West Division Intake - metropolitan only - 1300 664 977. (8:45am - 5:00pm)

After hours Child Protection Emergency Service - 13 12 78
(5.00pm to 9.00am Monday - Friday, 24 hours on weekends and public holidays)

Child protection contacts https://services.dffh.vic.gov.au/child-protection-contacts

Policy:

Biz-E-Kidz is committed to providing a safe environment, where the wellbeing of the children and young people in our care is always our first priority.

Biz-E-Kidz has zero tolerance for child abuse and understands its role in the community in protecting children from abuse by identifying and responding to abuse.

This Policy and Procedure is to be used with the Biz-E-Kidz 'Child Safe Policy' and the 'Code of Conduct', both developed and implemented in response to the Commission for Children and Young People's Child Safe Standards, as well as the Victorian Reportable Conduct Scheme, established by the *Child Wellbeing and Safety Act 2005*.
As part of North Melbourne Primary School, we adhere to all the Child Safe Standards of Ministerial Order No. 870.

Procedure:

Recruiting Staff

- As part of the interview and induction process, child safe standards and our commitment to responding to abuse is discussed. Potential recruits are presented with a copy of the 'Code of Conduct', 'Responding to Suspected Abuse' and 'Child Safe' policies and procedures.

Training in Child Protection, Mandatory Reporting and Child safe standards

- All staff mandatorily undertake the Department of Education and Training's online training module: *Protecting Children – Mandatory Reporting and Other Obligations for the Early Childhood Sector eLearning Module* on a yearly basis and are paid for their time taken to complete it.
- The Responding to Abuse, Child Safe Standards Policies and Mandatory reporting is covered annually in a staff meeting. Training is provided in indicators of Abuse and how to respond to and report suspected abuse. Topics also covered throughout the year are are the child safe standards and mandatory reporting
- Biz-E-Kidz has several posters relating to the subject of Child Safety on display, including one in the office (for staff access) titled *Mandatory reporting: Four Critical Actions for Responding to Incidents, Disclosures, and Suspicions of Child Abuse.*

Mandatory Reporting

- A mandatory reporter is legally required to report suspected sexual or physical child abuse to Child Protection or Victoria Police *(see table below).*
- All staff who work at Biz-E-Kidz and who have completed a post-secondary school qualification in the care, education or minding of children are considered a 'mandatory reporter'.
- All Biz - E - Kidz staff are mandated to report any suspected child sexual abuse OR if they form a belief that abuse of any kind is occurring within Biz-E-Kidz or school.
- Through induction, training and these Policy and Procedures, staff are aware of their responsibility and obligations to protect children from harm.

Responding to Suspected Abuse

- Biz-E-Kidz staff members are familiar with common indicators of physical, sexual and emotional harm and neglect to children and can easily access this information through training, policies and procedures.
- Any suspicions of abuse should be documented and communicated to the Responsible Person in Charge of the session and the Coordinator as soon as possible. Documentation can be in the comm book, email to a coordinator, a password protected document as soon as possible. Documentation should include
    - Name of person making the record, date and time the record is being made.
    - Name and DOB of the child
    - Grounds for suspicions: include nature (disclosure, physical or behavioural indicators, observations, prior observation or concerns)
    - details (name, relationship with child) of persons alleged to have committed the abuse
- The staff member should remain cognisant of the confidential nature of this documentation and ensure it is stored in a private, secure way.
- Staff are strongly encouraged to raise and discuss any concerns with the coordinator, assistant coordinators or school leadership as soon as they arise.

- Staff should not discuss these concerns with anyone else, particularly the alleged perpetrator of the abuse.
- Importantly, if a child experiences abuse while in the care of Biz-E-Kidz (at the service or on an excursion), the family must be informed of this within 24 hours and it is strongly recommended that this is done on the same day.
- If a suspicion of abuse is formed, this template should be completed to form documentation and to inform discussion with relevant authorities. If informing authorities is urgent in order to safeguard the child, do that first. Responding to suspected abuse documentation template - make a copy .docx
- The Coordinator or another member of staff must notify Quality Assessment and Regulation Division (QARD) of the incident or allegation that physical or sexual abuse of a child or children has occurred or is occurring while the child or children are being educated and cared for by the service. This notification must be:
  - made within 24 hours of becoming aware of it
  - submitted through National Quality Agenda (NQA) IT System
  - shared with the School Principal as they act on behalf of the Approved Provider.

Forming a Reasonable Belief and Reporting

Important Contacts
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North West Melbourne Police Station: (03) 8379 0800 6 Wreckyn St, North Melbourne VIC 3051
The Department of Families, Fairness and Housing (DFFH): West Division Intake - metropolitan only - 1300 664 977. (8:45am - 5:00pm)
After hours Child Protection Emergency Service - 13 12 78
(5.00pm to 9.00am Monday - Friday, 24 hours on weekends and public holidays)
Child protection contacts https://services.dffh.vic.gov.au/child-protection-contacts
Department of Education Quality Assessment and Rating Division: (03) 7005 1801
email: wmr.qar@education.vic.gov.au
North Melbourne Primary School / committee: (03) 9329 6902 (both campuses)
north.melbourne.ps@education.vic.gov.au
Libby Hanna (Coordinator): libby.hanna@education.vic.gov.au
Employee Assistance Program (Converge International): ph 1300 687 327

Mandatory reporting of a child in need of protection

A mandatory reporter must make a report to Victoria Police and/or DFFH Child Protection as soon as practicable if they form a belief on reasonable grounds that:

- a child has suffered or is likely to suffer, significant harm as a result of physical injury and the child's parents have not protected, or are unlikely to protect, the child from the harm, or are the suspected perpetrators of the harm, **AND / OR**
- a child has suffered or is likely to suffer, significant harm as a result of sexual abuse and the child's parents have not protected, or are unlikely to protect, the child from the harm, or are the suspected perpetrators of the harm **AND**
- the reasonable belief is formed in the course of practising their profession or carrying out the duties of their office, position or employment.

- While not all Biz-E-Kidz staff are mandatory reporters (and mandatory reporting only covers sexual and physical abuse) **all Biz-E-Kidz staff and volunteers have a duty of care** to the children of the service.

Duty of care

As a staff member you have a duty to take reasonable steps to protect children from harm that is reasonably foreseeable (this applies to all staff). You may breach your duty of care towards a child if you fail to act in the way that a reasonable or diligent professional would in the same situation.

Exercising your duty of care means:

- Acting on concerns quickly and in the child's best interests
- Protecting the safety, health and wellbeing of the children in your care
- Seeking appropriate advice or consulting when unsure
- **Reporting concerns** to the relevant authorities
- Supporting a child at an **interview**
- Providing ongoing support to a child and their family
- Sharing information, upon request, to assist DFFH Child Protection or Police to protect and/or promote the wellbeing and development of a child
- Attending DFFH Child Protection Case Planning meetings.

- A belief on reasonable grounds is more than a 'suspicion', it is formed when they are *more likely to accept rather than reject their concerns.*
- Once a reasonable belief is formed, they document their concerns as soon as possible, referring to the 'PROTECT Responding to Suspected Child Abuse: Template for All Victorian Early Childhood Services'
- If they have not already, Staff are encouraged to raise and discuss their concerns with the coordinator, assistant coordinators or school leadership for guidance and support. Document these conversations.
- They should use the 'PROTECT Responding to Suspected Child Abuse: Template for All Victorian Early Childhood Services' to prepare the required information:
    - Staff members name, occupation, work location, relationship to child
    - Is it an emergency? first aid, by who was it administered, was medical attention required, current location and status
    - Child Details: Name, Gender, relationship, DOB, address, Parent/carer names and contacts, language disabilities or mental/physical health issues, cultural background, previous history or indicators
    - Family: family composition, other people living with the child, any disabilities, mental or physical health issues, likely reaction to a report being made (if known)
    - Grounds for your belief: Indicators or instances that led to that belief: use names, times and dates, be specific. Any physical / behavioural indicators, any prior concerns
    - details of person alleged to have committed the abuse: Name, gender, DOB, relationship to child, Address, contact details,
- Once the information is collected, it should be reported to 'The Department of Families, Fairness and Housing' (DFFH) Child Protection or the Victoria Police. To determine which, see *the table below.*
- Allegations of abuse by staff or sexual abuse by children towards other children must also be reported to **Department of Education Quality Assessment and Rating Division** (QARD) through the NQA ITS https://www.acecqa.gov.au/resources/national-quality-agenda-it-system
- documentation should be recorded of the report. This should include:
    - who it was reported to, the date, time, name of person you spoke to, outcomes and notes
- Details for the report should then be posted on Compass under the template: *Wellbeing: Child at risk: responding to an incident, disclosure or suspicion of child abuse*.
- If you have made a decision *NOT TO REPORT*, this should be documented, including the reasons for making this decision and any follow up action taken.
- If they have not already, Staff are encouraged to report their concerns with the coordinator, assistant coordinators, school leadership or wellbeing. Documentation of this should include: time and date, who you spoke to, discussion outcomes. If a report is then made to the regulatory authority, record the details of this report.
- Staff should seek the guidance and support of the coordinator, assistant coordinator or a senior staff member before making a report. If, after raising the matter with the Coordinator, assistant coordinator or a senior staff member, they feel the matter has

not been handled appropriately, they may make the report independently or seek advice from school wellbeing or principal.

Incident	Person the allegation is against / committing the abuse	Report to Child Protection (CP) or QARD?	Report to Victoria Police?
Problem Sexual behaviour between children under 10 years old	N/A	✔ CP and QARD	X
Problem Sexual behaviour between or involving children under 10 years of age or older	N/A	✔ CP and QARD	✔
Physical or sexual assault / abuse of a child by the child's parent / guardian		✔ CP	✔
Physical or sexual assault / abuse of a child by a staff member or any other adult (child's parents must be informed within 24 hours	Staff member or other adult (including other parents)	✔ QARD X CP *(where there are no concerns about the parents ability to protect the child)*	✔

Contacting Parents

- Before contacting the child's parents, please IMMEDIATELY consult with the Victoria Police, Child Protection and/or the Coordinator.
- If deemed appropriate to contact the child's parents (they are NOT the alleged perpetrator) they must be contacted within 24 hours of the incident, disclosure or suspicion.
- DOCUMENT who you sought advice from, the decision made and why that decision was made, who was contacted and by whom, and outcomes of the discussion.

Post incident debrief and review

- **The current safety of the child takes priority. If you believe the child is at immediate risk of harm, contact the victoria police or child protection immediately.**
- any other wellbeing issues that the child may have that are unaddressed should be documented and addressed to the Coordinator or school wellbeing team.
- the current well being of other children impacted by the abuse should be documented and addressed.
- Staff impacted by the incident are encouraged to debrief with the coordinator and contact the EAP (Employee Assistance Program) on ph 1300 291 071 or visit the DET wellbeing page or Converge Website
- Biz - E - Kidz leadership should review the actions taken. Were the decisions and actions taken appropriate and timely? Could the abuse be detected or identified earlier? Has the service provided adequate ongoing support for the child?

Communication

- This policy and procedure is available to staff, families and the community through display and request.
- Staff are trained in child protection and responding to abuse at staff meetings, through DET mandated annual training and through code of conduct, this policy and other policies and procedures.
- The services 'Family Handbook' contains a section on child safety
- The service displays posters and displays regarding child safety and responding to abuse including *Mandatory reporting: Four Critical Actions for Responding to Incidents, Disclosures, and Suspicions of Child Abuse in ECEC'*
  and child appropriate: *'My Body Safety Rules'* and *'My Early Warning Signs'.*
- Educators look for 'teachable moments' to have discussions regarding consent, personal space and privacy.

Definitions and Indicators of Abuse (in Children)

From Identify signs of child abuse | vic.gov.au

Physical abuse

Physical child abuse is the non-accidental infliction of physical injury or harm of a child.

Examples of physical abuse may include:

- beating
- shaking or burning
- assault with implements
- female genital mutilation.

Physical Indicators

Physical indicators of physical child abuse include (*Non-exhaustive*):

- evidence of physical injury that would not likely be the result of an accident
- bruises or welts on facial areas and other areas of the body, such as back, bottom, legs, arms and inner thighs
- burns from boiling water, oil or flames or burns that show the shape of the object used to make them, such as from an iron, grill, or cigarette
- fractures of the skull, jaw, nose and limbs, especially those not consistent with the explanation offered, or the type of injury possible at the child's age of development
- cuts and grazes to the mouth, lips, gums, eye area, ears and external genitalia
- bald patches where hair has been pulled out
- multiple injuries - old and new
- effects of poisoning
- internal injuries.

Behavioural Indicators

In all children, infants and toddlers (Non-exhaustive):

- disclosure of physical abuse - by the child, friend, family member
- inconsistent or unlikely explanation for cause of injury
- wearing clothes unsuitable for weather conditions to hide injuries
- wariness or fear of a parent, carer or guardian and reluctance to go home
- unusual fear of physical contact with adults
- fear of home, specific places or particular adults
- unusually nervous, hyperactive, aggressive, disruptive and destructive to self or others
- overly compliant, shy, withdrawn, passive and uncommunicative
- change in sleeping patterns, fear of the dark or nightmares and regressive behaviour, such as bed-wetting
- no reaction or little emotion displayed when being hurt or threatened
- habitual absences from the service without reasonable explanation, where regular attendance is expected
- complaining of headaches, stomach pains or nausea without physiological basis, poor self-care or personal hygiene.

Child sexual abuse

Child sexual abuse is when a person uses power or authority over a child to involve them in sexual activity.

This can include a wide range of physical and non-contact sexual activity.

Physical sexual contact:

- kissing of fondling a child in a sexual way
- masturbation
- fondling the child's genitals
- oral sex
- vaginal or anal penetration by a penis, finger, or other object
- exposure of the child to pornography.

Non-contact offences:

- talking to a child in a sexually explicit way
- sending sexual messages or emails to a child
- exposing a sexual body part to a child
- forcing a child to watch a sexual act including showing pornography to a child
- having a child pose or perform in a sexual manner (including child sexual exploitation)
- grooming or manipulation.

Child sexual abuse does not always involve force. In some circumstances a child may be manipulated into believing that they have brought the abuse on themselves, or that the abuse is an expression of love through a process of grooming.

Child sexual exploitation

Child sexual exploitation is also a form of sexual abuse where offenders use their power (physical, financial, or emotional) over a child to sexually or emotionally abuse them.

It often involves situations and relationships where young people receive something (for example: food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) in return for participating in sexual activities.

Child sexual exploitation can occur in person or online, and sometimes the child may not even realise they are a victim.

Any child can be victim of sexual abuse, however children who are vulnerable, isolated, or have a disability are disproportionately abused and are much more likely to become victim.

Child sexual abuse – Possible indicators

Physical Indicators

- injury to the genital or rectal area (for example: bruising, bleeding, discharge, inflammation or infection)
- injury to areas of the body, such as breasts, buttocks, or upper thighs
- discomfort in urinating or defecating
- presence of foreign bodies in the vagina or rectum
- sexually-transmitted infections
- frequent urinary tract infections.

Behavioural Indicators

*The behavioural indicators of sexual abuse may be in all children, toddlers and infant*s:

- disclosure of sexual abuse - by the child, friend, family member
- drawings or descriptions of stories that are sexually explicit and not age-appropriate
- persistent and age-inappropriate sexual activity, such as excessive masturbation or rubbing genitals against adults
- wariness or fear of a parent, carer or guardian and reluctance to go home
- unusual fear of physical contact with adults
- change in sleeping patterns, fear of the dark or nightmares and regressive behaviour, such as bed-wetting
- wearing clothes unsuitable for weather conditions to hide injuries
- unusually nervous, hyperactive, aggressive, disruptive and destructive to self or others
- exhibits significant delays in gross and fine motor development and coordination
- overly compliant, shy, withdrawn, passive and uncommunicative
- fear of home, specific places or particular adults
- poor self-care or personal hygiene
- complaining of headaches, stomach pains or nausea without a physiological basis.

Grooming

Grooming is when a person engages in predatory conduct to prepare a child for sexual activity at a later time. Grooming can include communicating and/or attempting to befriend or establish a relationship or other emotional connection with the child or their parent/carer. Sometimes it is hard to see when someone is being groomed until after they have been sexually abused, because some grooming behaviour can look like “normal” caring behaviour

Online grooming is a criminal offence and occurs when an adult uses electronic communication (including social media) in a predatory fashion to try to lower a child’s inhibitions, or heighten their curiosity regarding sex, with the aim of eventually meeting them in person for the purposes of sexual activity. This can include online chats, sexting, and other interactions

Behavioural Indicators of grooming

Behavioural indicators that a child may be subject to grooming include (but are not limited to):

- developing an unusually close connection with an older person
- displaying mood changes, such as hyperactive, secretive, hostile, aggressive, impatient, resentful, anxious, withdrawn, or depressed
- using street or different language, such as copying the way the new 'friend' may speak, talking about the new 'friend' who does not belong to his or her normal social circle
- possessing gifts, money and expensive items given by the 'friend'
- being excessively secretive about their use of communications technologies, including social media
- being dishonest about where they've been and whom they've been with.

Emotional abuse

Emotional child abuse occurs when a child is repeatedly rejected, isolated or frightened by threats, or by witnessing family violence.

It also includes hostility, derogatory name-calling and put-downs, and persistent coldness from a person, to the extent that the child suffers, or is likely to suffer, emotional or psychological harm to their physical or developmental health. Emotional abuse may occur with or without other forms of abuse.

Emotional abuse – Possible indicators

Physical Indicators

- Speech disorders
- Delays in physical development
- Failure to thrive (without an organic cause)

Behavioural Indicators

- Overly compliant, passive and undemanding behaviour
- Extremely demanding, aggressive, attention seeking behaviour
- Anti-social, destructive behaviour
- Low tolerance or frustration
- Poor self-image
- Unexplained mood swings
- Behaviours that are not age appropriate for example, overly adult (parenting of other children), or overly infantile (thumb sucking, rocking, wetting or soiling)
- Mental or emotional delays
- Fear of failure, overly high standards, and excessive neatness
- Depression, suicidal
- Running away
- Violent drawings or writing
- Contact with other children forbidden

Neglect

Neglect is a failure to provide the child with adequate care or support to the extent that the health or physical development of the child is significantly impaired or placed at serious risk.

Neglect can include:

- an adequate standard of nutrition
- medical care
- clothing
- shelter
- supervision

In some circumstances the neglect of a child:

- can place the child's immediate safety and development at serious risk
- may not immediately compromise the safety of the child, but is likely to result in longer term cumulative harm.

This includes low-to-moderate concerns for the wellbeing of a child, such as:

- concerns due to conflict within a family
- parenting difficulties
- isolation of a family or a lack of apparent support.

Neglect – Possible indicators

Physical indicators of neglect include (but are not limited to):

- appearing consistently dirty and unwashed
- being consistently inappropriately dressed for weather conditions
- being at risk of injury or harm due to consistent lack of adequate supervision from parents
- being consistently hungry, tired and listless
- having unattended health problems and lack of routine medical care
- having inadequate shelter and unsafe or unsanitary conditions.

Behavioural Indicators

Behaviour indicators of neglect include (but are not limited to):

In all children, infants and toddlers:

- being left with older children or persons who could not reasonably be expected to provide adequate care and protection
- gorging when food is available or inability to eat when extremely hungry
- begging for, or stealing food
- appearing withdrawn, listless, pale and weak
- aggressive behaviour, irritability

- little positive interaction with parent, carer or guardian
- indiscriminate acts of affection and excessive friendliness towards strangers
- exhibits significant delays in gross and fine motor development and coordination
- poor, irregular or non-attendance at the service (where regular attendance is expected)
- refusal or reluctance to go home
- self-destructive behaviour
- taking on an adult role of caring for parent.

Family violence

Family violence is behaviour towards a family member that may include:

- physical violence or threats of violence
- verbal abuse, including threats
- emotional or psychological abuse
- sexual abuse
- financial and social abuse.

A child's exposure to family violence constitutes child abuse. This exposure can be very harmful and may result in physical harm and long-term physical, psychological and emotional trauma. Action must be taken to protect the child, and to mitigate or limit their trauma.

Family violence – Possible indicators

Physical Indicators

- speech disorders
- delays in physical development
- failure to thrive (without an organic cause)
- bruises, cuts or welts on facial areas, and other parts of the body including back, bottom, legs, arms and inner thighs

- any bruises or welts (old or new) in unusual configurations, or those that look like the object used to make the injury (such as fingerprints, handprints, buckles, iron or teeth)
- internal injuries.

Behavioural Indicators

In all children, infants and toddlers:

- violent or aggressive behaviour and language
- depression and anxiety
- appearing nervous and withdrawn, including wariness of adults
- difficulty adjusting to change
- developmentally inappropriate bedwetting and sleeping disorders
- extremely demanding, attention-seeking behaviour
- participating in dangerous risk-taking behaviours to impress peers.
- overly compliant, shy, withdrawn, passive and uncommunicative behaviour
- 'acting out', such as cruelty to animals.
- demonstrated fear of parents, carers or guardians, and of going home
- complaining of headaches, stomach pains or nausea without physiological basis.

Other Child Protection Concerns
Risk-taking behaviour
While risk-taking behaviour in adolescence is a normal aspect of healthy development, some behaviour may require attention from Child Protection when they carry potentially severe or life threatening consequences. Examples include severe alcohol or drug use; unsafe sexual activity including prostitution; solvent abuse and chroming; and violent or dangerous peer group activity (for example, train surfing).
There are community services that work with young people and their families where children are engaged in risk taking behaviours. Parents or guardians can contact the local Government to find these services or may wish to contact the Police where the risk taking activity is illegal and extreme in nature or poses a high risk to the child or young person

Female Genital Mutilation (FGM)
Female genital mutilation (FGM) is a cultural practice in some communities overseas and, rarely, in Australia. It is important to remember that while FGM is not perceived by these

communities as harming or abusing a child or young person this practice is illegal in Australia and can have very significant physical and psychological repercussions upon a child. See definitions of physical abuse section for more information.

Unborn Child
The CYFA (s.29-30) allows Child Protection to receive and respond to reports about an unborn child. These reports provide an important opportunity for earlier intervention and prevention. Prenatal reports may be particularly helpful to the unborn child in family violence situations, or where there are mental health concerns or drug or alcohol misuse during pregnancy.
It is also appropriate to consider prenatal reporting where a parent has previously demonstrated an inability to safely parent. Child Protection will take the lead in engaging the mother and planning and facilitating support where the risks to the child following birth are more serious.

Child or young person exhibiting sexually abusive behaviours
Child Protection can receive reports from the police or the public, or referrals from the criminal division of the Children's Court, about a child over 10 years and under 15 years exhibiting sexually abusive behaviours. Child Protection's role is to assess the child or young person's circumstances and behaviour, determining the need for therapeutic treatment and identification of any other protective concerns.
In some cases the parents, carers or guardians of the child or young person may not permit or enable the child to access or engage in these support services. In such cases, Child Protection may apply to the Children's Court for a Therapeutic Treatment Order and, if needed, an associated placement order. The Children's Court may make these orders if it is satisfied that the child or young person has exhibited sexually abusive behaviours and that an order is necessary to ensure the child's access to and attendance at an appropriate therapeutic program.

Equipment Required:

- Training Module *Protecting Children – Mandatory Reporting and Other Obligations for the Early Childhood Sector eLearning Module* https://training.infosharing.vic.gov.au/login/index.php
- Family Handbook
- Staff Handbook
- Biz-E-Kidz Child Safe Policy and Procedure
- Code of Conduct

References and Further Information:

- *PROTECT - Identifying and Responding to all forms of Abuse in Early Childhood Services* https://www.education.vic.gov.au/Documents/about/programs/health/protect/EarlyChildhood_Guidance.pdf

- Identify signs of child abuse -Recognise the signs of child abuse, understand definitions, and know the physical and behavioural indicators.https://www.vic.gov.au/child-protection-early-childhood-protect/identify-signs-child-abuse

- The Department of Education and Training's Restraint and Seclusion Policy https://www2.education.vic.gov.au/pal/restraint-seclusion/policy

- *"My Body Safety Rules"* poster https://e2epublishing.info/posters#postersuk

- *"My Early Warning Signs"* poster https://e2epublishing.info/posters#postersuk

- Commission for Children and Young People *Tipsheet: Child Safe Organisations "Cultural Safety for Aboriginal Children"* (below) https://ccyp.vic.gov.au/assets/resources/tipsheet-cultural-safety-aboriginal-children.pdf

- Commission for Children and Young People: The Child Safe Standards https://ccyp.vic.gov.au/child-safety/being-a-child-safe-organisation/the-child-safe-standards/
- Commission for Children and Young People: The Reportable Conduct Scheme https://ccyp.vic.gov.au/reportable-conduct-scheme/about-the-reportable-conduct-scheme/
- The Early Childhood Australia Code of Ethics http://www.earlychildhoodaustralia.org.au/our-publications/eca-code-ethics/
- The United Nations Convention on the Right of the Child http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx
- Child Protection Service (DHHS) Contacts: https://services.dhhs.vic.gov.au/child-protection-contacts
- Department of Education Quality Assessment and Rating Division (QARD) the NQA ITS https://www.acecqa.gov.au/resources/national-quality-agenda-it-system