

<b>Policy title</b>	Children and Young People Safety Policy
<b>Responsible manager(s)</b>	Executive Manager, People and Safety
<b>Contact officer(s)</b>	Manager, People Capability
<b>Directorate</b>	General Manager Directorate
<b>Original policy approval date</b>	15 July 2020
<b>Policy review approval date</b>	15 July 2029
<b>Focus area</b>	5. Civic Leadership
<b>Delivery Program link</b>	5.3 Well managed and governed resources, systems and processes
<b>Operational Plan link</b>	5.2.2.2 Implement effective governance processes including strategic approach for policy review

## PURPOSE

This policy provides a framework to ensure that the safety, welfare and wellbeing of children, including protecting children from child abuse is a primary consideration in decision making within Eurobodalla Shire Council. The policy outlines Council's commitment to creating, promoting and maintaining a Child Safe Organisation.

The policy informs Councillors, employees and volunteers of Eurobodalla Shire Council of their obligations in keeping children safe within our shire. For the purposes of this policy, a child is a person under the age of 18 years.

## APPLICATION

This Policy applies to all workers, that includes: Council employees, contractors, sub-contractors, volunteers, work experience participants, and Councillors (Elected Members). This policy is relevant to employees in positions with direct contact with children and young people, and is including, but not limited to:

- Early Childhood Services
- Outside of School Hours and Vacation Care Services
- Library Services
- Y-Drive and Youth Centres
- Recreation and Leisure Centres, including Bay Pavilions
- Art Galleries and Centres
- Parks and Gardens
- Airport
- Playgrounds
- Apprenticeships, Traineeships, and Cadetships conducted within Council
- School Program Activities and Event Programs
- Sporting Clubs and Venues
- Community services, events and programs where engagement with children and young people occurs.

## COMMITMENT TO CHILD SAFETY

Council does not tolerate any form of child abuse and does not tolerate possession or access to any material that is detrimental towards children or young people's wellbeing and safety. Council believes children have the right to be respected, considered, empowered and safe. We are committed to listening to their views and dedicated to our responsibilities in keeping them safe and we believe that everyone has a role in safeguarding our children.

Council is committed to creating a safe, inclusive, and supportive environment for all children and young people who engage with our services and programs.

Council ensures that recruitment and selection processes for child-related roles are robust and compliant with the *Child Protection (Working with Children) Act 2012*, including thorough pre-employment screening such as criminal history checks and verification of a valid Working With Children Checks (WWCC). All Councillors, employees, and volunteers are provided with ongoing training to build their knowledge and skills in child safety. Staff in child-related roles receive additional, targeted training to support their responsibilities in child protection, mandatory reporting, and privacy. Children participating in Council programs are educated about their rights, safe relationships, and how to raise concerns, while families are informed of accessible complaints procedures to ensure transparency and trust in our services.

Eurobodalla Shire Community Strategic Plan 2042 documents the community future vision for the shire. All Council strategic plans and policies align to the outcomes and strategies in this plan. This policy contributes towards the outcomes of this plan, specifically:

*Strategy 1.3 Foster a safe community*

*Strategy 5.2 Proactive, responsive and strategic leadership*

*Strategy 5.3 Well managed and governed resources, systems and processes.*

Council is committed to implementing the 10 Child Safe Standards, a framework developed in response to the Royal Commission into Institutional Responses to Child Sexual Abuse (2017). These standards guide organisations in NSW to improve child safety, prevent abuse, and protect the physical, emotional, cultural, and social wellbeing of all children. The Office of the Children's Guardian oversees the implementation and enforcement of the Child Safe Standards:

**Standard 1: Child safety is embedded in organisations leadership, governance and culture.**

**Standard 2: Children participate in decisions affecting them and are taken seriously.**

**Standard 3: Families and communities are informed and involved.**

**Standard 4: Equity is upheld, and diverse needs are taken in to account.**

**Standard 5: People working with children are suitable and supported.**

**Standard 6: Processes to respond to complaints of child abuse are child focused.**

**Standard 7: Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.**

**Standard 8: Physical and online environments minimise the opportunity for abuse to occur.**

**Standard 9: Implementation of the Child Safe Standards is continuously reviewed and improved.**

**Standard 10: Policies and procedures document how the organisation is child safe.**

## DUTY OF CARE/STANDARDS OF BEHAVIOUR

All workers have a legal obligation to take care of their own safety and the safety of children and others whom they interact during their engagement with Council. These obligations are based on the role and responsibilities of the worker and may include, but are not limited to:

- Providing appropriate supervision for children;
- Complying with procedures relating to child safety, health and wellbeing including but not limited to, reporting procedures and managing difficult behaviours;
- Demonstrating personal behaviours that promote the safety, health and wellbeing of children,

- Providing first-aid, if qualified and competent to do so, or seeking assistance from a medical professional to aid a child who is injured or becomes sick;
- Protecting a child from identified hazards that pose a possible risk to children's safety, health and wellbeing which can be reasonably predicted; and
- Taking appropriate action where a child's safety, health or wellbeing is at risk.

The standard of care that is required need to take into consideration various factors, such as a child's maturity, ability and circumstances. Duty of care to children applies during all activities and functions conducted or arranged by Council where children are in the care of workers.

Actual harm to a child, or potential to cause significant harm to a child, may constitute misconduct, neglect or negligence and/or a breach of this policy. This may be caused by:

- a) a single serious failure to exercise appropriate duty of care; or
- b) repeated less serious failures to exercise appropriate duty of care.

### **Professional Conduct**

Workers must act respectfully, professionally and appropriately when dealing with children and others with whom they interact as part of their engagement with Council. This includes using appropriate language and tone toward children and others. Rude or insulting behaviour, including verbal aggression; abusive, threatening or derogatory language or conduct; or intimidating words or actions towards children are unacceptable. It is also unacceptable to engage in such conduct towards others in the presence of children.

### **Physical Contact**

Workers must not engage in inappropriate physical contact with children, or act in ways that may cause a child to reasonably fear that unjustified force will be used against them.

Examples of inappropriate physical contact include, but are not limited to:

- Intentional and unjustified use of physical force;
- Throwing an object to gain a child's attention in a hostile way;
- Restraining a child, unless as part of an approved behaviour management plan;
- Inappropriate touch and/or pushing, pulling, shoving, grabbing, pinching, poking, shaking or throwing a child

Examples of conduct that involves the reasonable use of physical contact for exercising appropriate control over a child include, but are not limited to:

- Disarming a child who is at risk of harming themselves or another person
- Separating children who are fighting
- Reasonable use of physical force for the protection of self or others

### **Correcting a Child's Behaviour**

Workers must not correct or discipline a child in excess of what is reasonable or appropriate for the situation and the child's maturity, vulnerability, ability and circumstances. An adult's response to a child's behaviour or circumstance must also consider the adult's responsibility for the care, safety and welfare of the child. Discipline is excessive if it is a disproportionate response to a child's behaviour.

### **Professional relationships and boundaries**

Workers must act professionally and appropriately when dealing with children and others with whom they interact as part of their engagement with Council. This includes maintaining appropriate professional

boundaries with children and ensuring the relationship is kept within the boundaries of the respective position description.

A single serious breach of professional conduct, intentional or unintentional, by a worker, or repeated less serious breaches of conduct, may constitute misconduct, sexual misconduct and/or a breach of this Policy, which may result in the termination of employment or services.

### **CHILDREN AND YOUNG PEOPLES PRIVACY AND CONFIDENTIALITY**

Council is committed to protecting an individual's right to privacy. All personal information considered during the process of reporting or investigation will be collected and managed in accordance with the *Privacy and Personal Information Protection Act 1998* and all other relevant legislation and Council policies. Personal information will only be disclosed to another party if there is a legislative requirement for such disclosure.

### **RISK MANAGEMENT**

Council recognises the importance of a risk management approach to minimising the potential for child abuse or harm to occur and this informs all associated policies, strategies and actions. To ensure Council maintains a child safe culture, all Councillors, employees and delegates of Eurobodalla Shire Council will be informed, resourced and supported to understand their role in providing a child safe environment.

Council staff and representatives are responsible for identifying, reporting and minimising risks to children and young people, this includes: assessing and managing the risk associated with any activity before it is undertaken. This may also include the requirement to conduct a risk assessment and implement controls to mitigate any risks. Departmental Risk Plans will address how the safety and welfare of children participating in events, programs and services delivered by Council are managed.

In NSW, all adults engaged in children and young people related work, including volunteers must have a WWCC clearance. This includes those who have face-to-face contact with children in a child-related sector or who are in a child-related role. Children and young people related work includes working or volunteering in: programs, facilities, clubs and associations of a cultural, recreational, sporting or community service nature. Education including early childhood education and child-minding services.

The NSW Office of the Children's Guardian screens the WWCC applicant's records for any relevant criminal history, Community Services history and findings of workplace misconduct (including 'reportable conduct' information). If the NSW Office of the Children's Guardian identifies relevant records, it conducts a risk assessment to determine, on the basis of available information, whether the applicant is suitable to work with children. The outcome of a WWCC is either a clearance to work with children for five years, or a bar from working with children. In some cases, the NSW Office of the Children's Guardian may impose an interim bar during the WWCC process. This prevents the person from working with children while the NSW Office of the Children's Guardian conducts a risk assessment, and will usually be in place until a final decision is made.

### **REPORTING**

Council will not tolerate incidents of child abuse. Any concern, complaint or allegation related to child safety from any individual will be taken seriously and we will respond promptly and thoroughly to meet reporting, privacy and employment law obligations. Council will meet its mandatory reporting obligations and will take action to protect children at risk of significant harm. Notification to the Office of Local Guardian is considered in the Roles and Responsibilities section of this policy.

A reportable allegation is made where a child or adult makes an allegation, based on a reasonable belief that a Councillor, employee or delegate of Eurobodalla Shire Council has been, or allegedly been, involved in the harm or abuse of a child. Council will immediately take the appropriate steps to assess and minimise any

further risk of harm, as well as report the matter to the relevant agencies and/or Police. Council will support relevant authorities' investigations into allegations of abuse or risk of harm to children.

Implemented procedures and processes will allow Council to investigate complaints and allegations thoroughly and quickly. Council will work with all relevant authorities and internal departments to investigate all complaints and allegations. All reports will be handled in accordance with child protection reporting obligations and legislation. Councillors, employee and delegates of Council will be trained to respond appropriately to complaints, allegations and disclosures. All children, families and Council's workforce will know what to do and how to tell if they observe abuse or are a victim of abuse, and if they witness suspected reportable conduct.

## ROLES AND RESPONSIBILITIES

### General Manager / Head of Entity or delegate

The General Manager (Head of Entity) is responsible for ensuring that Council fulfills its responding and reporting obligations by notifying the Office of the Children's Guardian when any reportable allegation or conviction allegation is made within seven (7) days of becoming aware of a allegation of child abuse is made against a Councillor, employee or delegate of Eurobodalla Shire Council.

### Executive Leadership Team or Delegate

The Executive Leadership Team (ELT) is responsible for ensuring compliance with this policy and that child protection is embedded throughout Council's culture. ELT are also responsible for ensuring that Council employees, contractors, sub-contractors, suppliers, volunteers, work experience participants, and Councillors (Elected Members) of Eurobodalla Shire Council are informed, resourced and supported to understand their role in providing a child safe environment and requirement to notify the office of children's guardian of any reportable allegation or conviction within seven (7) days of becoming aware of a reportable allegation or conviction.

### Divisional / Corporate Managers

Council's people managers are responsible for ensuring that their staff are trained, certified when they engage children and young people, and when requested by the Child Protection Team conduct the following:

- Assists with investigation and ensure the proper documentation of an investigation into any reportable allegation, whether that was alleged or proven.
- Determine what disciplinary action if required will be taken against an employee after the initial investigation has been completed.
- Notify the Office of the Children's Guardian whether or not if Council proposes to take any disciplinary or other action in relation to an employee who is the subject of a reportable allegation or conviction and the reasons why it intends to take or not take any action.

### People and Safety Team

The People and Safety Team are responsible for providing information, guidance and support to people leaders and employees regarding this policy and its associate procedures, and to administer the process and maintaining of records with respect to clearances including the training, WWCC number, its expiry and the date of verification. The People & Safety Team will ensure that all documentation will be in accordance with the *Privacy and Personal Information Protection Act 1998*. The People and Safety Team will collate information as required for the Child Protection Officers, including monitoring of the Child Safety email inbox.

**Child Protection Officers / Team**

The Child Protection Team is made up of the Public Interest Disclosure Officers in key divisional areas, in accordance with the Public Interest Disclosures Policy.

The role of the Child Protection Officers is to:

- Receive all concerns, allegations or complaints relating to this Children and Young People Safety Policy within their area of responsibility.
- Notify the Office of the Children's Guardian (NSW) when an allegation (of which they are aware) of child abuse is made against a Councillor, employee and / or delegate of Eurobodalla Shire Council.
- Provide ongoing support and response to concerns about the safety and wellbeing of children while engaged in services, programs or events delivered by the Council.
- Provide guidance in the conduct of an investigation into a reportable allegation made by an employee or against an employee; and
- Provide guidance with respect to general employee training and awareness raising needs.

The Child Safe Responsible Officers are responsible for the management and the implementation of this policy and for ensuring that this policy is current. The Child Protection Officers will meet quarterly or as required, a quorum of at least 3 members is required when the Child Protection Team convene.

**Risk Management and Governance Team**

The risk management and governance team are responsible for ensuring that children and young people safety is included within the risk management framework and for ensuring conduct is reported through to required committees and for ensuring regular audit requirements are met.

**Council employees, contractors, sub-contractors, suppliers, volunteers, work experience participants, and Councillors (Elected Members)**

- Councillors, employees and delegates of Eurobodalla Shire Council must adhere and agree to the requirements of this policy, procedures, code of conduct, reportable conduct and responding and reporting obligations, and take action when a child is at risk of harm.
- Seek information, guidance and support where necessary to understand this policy and its associated procedures. Apply for a Working with Children Check clearance and complete the application process and provide your relevant number to the People and Safety Team.
- Those workers who are required to have a WWCC and do not have a current clearance, or are barred from working with children, cannot continue to be engaged in child related work.
- Workers are to notify the Child Protection Team of any reportable allegation or conviction of which they become aware.

**BROADER APPLICATION OF CHILD SAFETY****Council Working with Schools**

Council regularly collaborates with schools for a range of purposes, including events, services, programs, and workshops. These partnerships play a vital role in strengthening our community by supporting the growth, safety, and wellbeing of children, young people, and their families.

While on school premises, Council staff are required to comply with the Council's Code of Conduct, as well as any relevant school-specific policies and applicable legislation. When engaging directly with the school community, Council staff and volunteers must:

1. Conduct a thorough risk assessment in accordance with Council's Risk Management Plan.
2. Hold a valid and verified Working With Children Check (WWCC) that has been confirmed by the school in which they are engaging.



3. Ensure all programs, presentations, or activities are prepared, reviewed, and evaluated in consultation with teachers, students, and the broader school community, where possible.
4. Ensure a designated teacher from the school is present and actively supervising at all times during the delivery of any program or activity.
5. Prioritise the welfare and wellbeing of students during all interactions, and comply with all child protection requirements, including employment screening.
6. Understand and uphold the obligation to report any child protection concerns or suspected risk of harm, in line with the reporting guidelines outlined in this policy.

### **Signage and photography of children and young people**

Council aims to ensure that all personnel, including volunteers and visitors to Council facilities, are aware of its commitment to child protection. As a result, they may use a preventative, proactive, and participatory approach to promote the safety and wellbeing of children and young people in their activities and across the community. Creating child-safe environments is a dynamic process that involves active participation and shared responsibility by the community. Therefore, Council may use explicit signage and other communication tools to effectively convey rules, regulations, and key child protection messages to the community.

Council adheres to the *Privacy and Personal Information Protection Act 1998* and other related legislation in relation to the collection and use of photographs and videos of children and young people. Council staff and representatives must ensure that informed consent is obtained from a legal parent or guardian before capturing any identifiable images of a child or young person. All photographs and videos must be taken in a manner that is respectful, safe, and appropriate, and should only be taken by an authorised person acting within the scope of their duties.

### **Children and Young People at Events**

Council organises events from time to time, where children and young people are present. Council is not responsible for the supervision of children and young people where parents and carers are present, all staff and representatives have a duty of care to ensure that they act appropriately in all situations that may arise and continually monitor their surroundings.

### **Children and Young People in Council Run Facilities**

Council is committed to ensuring that all children and young people remain safe and to protect children and young people from abuse, harm and exploitation while in Council run facilities and utilising Council services.

### **Leasing and Hiring Council Facilities or venue**

Council requires all lessees and hirers of Council facilities to comply with relevant legislation and regulations relating to child protection, including but not limited to *the Children's Guardian Act 2019*, the *Child Protection (Working with Children) Act 2012*, and the Child Safe Standards. This includes obtaining and verifying Working with Children Checks (WWCC) for all individuals engaged in child-related work, and providing evidence of such verification upon request. Lessees and hirers must also ensure compliance with obligations relating to reportable conduct and the employment of children and young people.

Failure to comply with these requirements may result in termination of the hire agreement, refusal of future bookings, and, where applicable, referral to the NSW Office of the Children's Guardian or other regulatory authorities.

### **Contractors and Sub-Contractors**

Council engages contractors and suppliers on a regular basis across all directorates. Council staff and representatives engaging children and young people contractors and suppliers are required to request a WWCC before the individual commences engagement/ work/ service provision in compliance with the Child Protection (Working with Children) Act. All WWCC's need to be verified by a Council staff member and added to the Council's WWCC Register along with other insurances obtained.

## Volunteers

Council is committed to ensuring that all children and young people are safe while in contact with Council volunteers. Council volunteers over the age of 18 who have direct contact with children in their volunteer role are required to have a working with children check clearance in compliance with the Child Protection (Working with Children) Act and eLearning and any other modules as deemed necessary within their volunteer capacity. All volunteers have a duty to respond to and escalate all child protection concerns as part of their role within council. They have a responsibility to comply with all legislation, policies, procedures if any child protection concerns arise.

## Work Placement Students (under 18) and Cadets (under 18)

Council supports and complies with the *Children and Young Persons (Care and Protection) Act 1998*, and relevant guidelines issued by the Office of the Children's Guardian in relation to the employment and work experience of children and young people.

Children and young people under the age of 18 may only be employed or engaged in work experience under conditions that ensure their safety, wellbeing, and educational development. This includes:

1. Ensuring that work experience placements are structured, supervised, and do not expose children to harm or interfere with their schooling.
2. Complying with the Code of Practice for child employment, including limits on hours, breaks, and types of tasks.
3. Ensuring that all adults involved in supervising children during work experience have appropriate Working With Children Checks (WWCC).
4. Council expects all staff, contractors, and community partners to uphold these obligations when engaging children and young people in employment or work experience activities.

## IMPLEMENTATION

Requirements		Responsibility
1	<b>Staff / employees</b> Under supervision, applicable Council staff will be responsible for ensuring that policies are implemented appropriately within their work area, after they have received relevant training to do so.	Council Officers
2	<b>Training - induction and continuing education</b> As part of council's induction process, Councillors, employees and delegates of Eurobodalla Shire will undertake training relevant to their role. It is expected that relevant training components will normally be completed as part of the first week at work.  At least annually, refresher training will be provided to Councillors, employees and delegates of Eurobodalla Shire to inform on changes in child-related legislation, policies and procedures.	Relevant People Leaders  People and Safety



	<p>Staff will be aware of mandatory reporting requirements and have regular training to support their knowledge on child safety and risk of harm.</p> <p>The People and Safety Team will send reminders to staff whose WWCC expiry date is due. Following a renewal, People and Safety will conduct the verification process in the same way as pre-employment verification.</p>	
<b>3</b>	<p><b>Consultation</b></p> <p>Any consultation deemed necessary will occur as required with key stakeholders, which may include (but not be limited to) Council's Leadership Team, the Staff Consultative Committee, community, other agencies, statutory and industry bodies and other relevant stakeholders.</p>	Key stakeholders

## Review

This policy will be reviewed every 4 years. It may also be reviewed and updated following a critical incident, as necessary if legislation requires it; or when Council's related policies, functions, structure or activities change; or when technological advances or new systems change the way council manages the Children and Young People Safety Policy and associated Procedures.

## Definitions

Word / Phrase	Definition
Council	Eurobodalla Shire Council, being a body corporate constituted as a municipal Council under the Local Government Act 1993
Councillors	Individuals holding the office of a member of Eurobodalla Shire Council
Child or Children	Means any child under the age of 18 years

Word / Phrase	Definition
Child-related work	Child-related work is defined as work within one or more of the occupational fields defined in the Working with Children Act 2012 where the contact with children is direct, unsupervised, and part of a person's duties, not incidental to their work.
Children's workers	Refers to those working in child-related work.
Child Safe Organisation	In the context of the Child Safe Standards, a Child Safe Organisation is one that takes deliberate steps to protect children from abuse. This commitment to protecting children must be embedded in an organisation's culture and policies.
Child Safe Standards	The Child Safe Standards provide a framework for enhancing the safety of children in services. They consist of 10 Standards designed to drive cultural change in improving and maintaining child safe practices.
Contractors	Any type of business entity (which may include all their employees and sub-contractors) contracted by Council to provide a specific service or range of services in accordance with the contract terms and the defined scope of contract.
Delegate	People engaged to provide services to Council and may include;

	contractors, sub-contractors, foster carers, volunteers, work experience participants and/or student placements and community representatives on committees.
Direct contact	Direct contact with children means physical or face to face contact.
Duty of care	The obligation of Councillors, employees and delegates of Eurobodalla Shire Council to take reasonable steps to protect children in their workspace from the risks of injury that are reasonably foreseeable.
Employee	Directly employed individual including but not limited to those staff on casual, short and long term employment agreements.
Failure to report	As defined in the Crimes Act 1900 (NSW), a failure to act on the legal obligation upon all adults to report to NSW Police where they form a reasonable belief that a sexual offence has been committed by an adult (18 years and over) against a child under the age of 18.
Failure to protect	As defined in the Crimes Act 1900 (NSW), a person with power and authority who fails to protect a child from criminal sexual abuse, they know of the risk of abuse, and are able to reduce or remove the risk but fail to do so.
Head of entity	The head of an entity is usually its most senior officer and the person who is primarily responsible for executive decision making in the organisation. Eurobodalla Shire Council's General Manager (or authorised officer) will fulfil this position.
Mandatory reporting	Mandatory reporters are staff that deliver the following services wholly, or partly to children as part of their professional work. In Council that is Youth Workers and Children's Services employees. Mandatory reporters are required by law to report suspected child abuse and neglect to government authorities under the legal obligation of the Children and Young Persons (Care and Protection) Act 1998. These can be reported through the Child Protection Hotline.
Reasonable belief	<p>A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds. A 'reasonable belief' is not the same as having proof.</p> <p>A person forms a 'reasonable belief' that a child is in need of protection, or their safety or wellbeing is at risk, when:</p> <ul style="list-style-type: none"> <li>• They are more likely to accept rather than reject their suspicion; and</li> <li>• The belief is formed through disclosures, observations or other information of which they have become aware.</li> </ul>
Reportable conduct	<p>Includes the following conduct (whether or not a criminal proceeding in relation to the conduct has been commenced or concluded:</p> <ul style="list-style-type: none"> <li>• a sexual offence with or in the presence of a child,</li> <li>• sexual misconduct with, or in the presence of a child,</li> <li>• ill-treatment of a child,</li> <li>• neglect of a child,</li> <li>• an assault against a child,</li> <li>• behaviour that causes significant emotional or psychological harm to a child,</li> </ul>

	<ul style="list-style-type: none"> <li>any offence under section 43b (failure to protect) or 316A (failure to report) of the Crimes Act 1900, whether or not with the consent of the child.</li> </ul>
Royal Commission	Refers to the Royal Commission into Institutional Responses to Child Sexual Abuse.
Sexual misconduct	Any conduct with, towards or in the presence of a child that is sexual in nature (whether engaged by Council or third party), contractor (contracted service provider or otherwise), subcontractor, consultant, work experience student, Councillor, committee member working with, for or on behalf of Council.

Reviews of the effectiveness of this policy could include the following:

Performance indicator	Data source(s)
Concerns or complaints	Council Records
Customer Feedback / Survey Responses	Council Records
Internal or external audit	Audit

## Governance

This policy should be read in conjunction with *Council's Child Safe Complaints Management Procedure* and any related legislation, codes of practice, relevant internal policies, and guidelines.

This policy complies with and supports implementation and compliance with the following legislation, policies and instruments, but is not limited to:

Name	Link
Adoption Act 2000	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-2000-075">https://legislation.nsw.gov.au/view/html/inforce/current/act-2000-075</a>
Adoption Regulation 2015	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/sl-2015-0490">https://legislation.nsw.gov.au/view/html/inforce/current/sl-2015-0490</a>
Advocate for Children and Young People Act 2014	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-2014-029">https://legislation.nsw.gov.au/view/html/inforce/current/act-2014-029</a>
Anti-Discrimination Act 1977	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1977-048">https://legislation.nsw.gov.au/view/html/inforce/current/act-1977-048</a>
Children's Guardian Act 2019	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-2019-025">https://legislation.nsw.gov.au/view/html/inforce/current/act-2019-025</a>
Name	Link
Children's Guardian Regulation 2022	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/sl-2022-0122">https://legislation.nsw.gov.au/view/html/inforce/current/sl-2022-0122</a>
Child Protection (Working with Children) Act 2012	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-2012-051">https://legislation.nsw.gov.au/view/html/inforce/current/act-2012-051</a>
Child Protection (Working with Children) Regulation 2013	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/sl-2013-0156">https://legislation.nsw.gov.au/view/html/inforce/current/sl-2013-0156</a>
Child Protection (Offenders Registration) Act 2000	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-2000-042">https://legislation.nsw.gov.au/view/html/inforce/current/act-2000-042</a>
Children and Young Persons (Care and Protection) Act 1998	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1998-157">https://legislation.nsw.gov.au/view/html/inforce/current/act-1998-157</a>
Children and Young Persons (Care and Protection) Regulation 2022	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/sl-2022-0479">https://legislation.nsw.gov.au/view/html/inforce/current/sl-2022-0479</a>

Convention on the Rights of the Child	<a href="https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child">https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child</a>
Crimes Act 1900	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1900-040">https://legislation.nsw.gov.au/view/html/inforce/current/act-1900-040</a>
Environmental Planning and Assessment Act 1979	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1979-203">https://legislation.nsw.gov.au/view/html/inforce/current/act-1979-203</a>
Government Information (Public Access) Act 2018	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/si-2018-0510">https://legislation.nsw.gov.au/view/html/inforce/current/si-2018-0510</a>
Local Government Act 1993	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1993-030">https://legislation.nsw.gov.au/view/html/inforce/current/act-1993-030</a>
Ombudsman Act 1974	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1974-068">https://legislation.nsw.gov.au/view/html/inforce/current/act-1974-068</a>
Privacy and Personal Information Protection Act 1998	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/si-2019-0391">https://legislation.nsw.gov.au/view/html/inforce/current/si-2019-0391</a>
State Records Act 1998	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1998-017">https://legislation.nsw.gov.au/view/html/inforce/current/act-1998-017</a>
Young Offenders Act 1997	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/act-1997-054">https://legislation.nsw.gov.au/view/html/inforce/current/act-1997-054</a>
Young Offenders Regulation 2016	<a href="https://legislation.nsw.gov.au/view/html/inforce/current/si-2016-0560">https://legislation.nsw.gov.au/view/html/inforce/current/si-2016-0560</a>

## Related external references:

Name	Link
Office of the Children's Guardian	<a href="https://ocg.nsw.gov.au/">https://ocg.nsw.gov.au/</a>
Office of Local Government	<a href="https://www.olg.nsw.gov.au/">https://www.olg.nsw.gov.au/</a>
NSW Police	<a href="https://www.police.nsw.gov.au/">https://www.police.nsw.gov.au/</a>
United Nations	<a href="https://www.ochr.org">https://www.ochr.org</a>

## Internal Resources:

Name	Link
Code of Conduct	<a href="https://www.esc.nsw.gov.au/_data/assets/pdf_file/0006/145959/Code-of-Conduct-Policy.pdf">https://www.esc.nsw.gov.au/_data/assets/pdf_file/0006/145959/Code-of-Conduct-Policy.pdf</a>
Child Safe Code of Conduct	<a href="#">Intranet</a>
Child Safe Complaints Management Procedure	<a href="#">Intranet</a>
Children in the Workplace	<a href="#">Intranet</a>
Work Experience Policy	<a href="#">Intranet</a>

## Change history:

Version	Approval date	Approved by	Min No	File No	Change
1	15/07/2020	Council	N/A	E06.0379	Policy commenced
2	30/07/2025	Council	N/A	TBA	Policy reviewed and updated