

Child and Youth and Safe Organisations Framework (CYSOF)

Council Workshop – 9 September 2024



GLENORCHY
CITY COUNCIL

Acknowledgement of Country

Glenorchy City Council acknowledges the Muwinina people as the traditional owners of this Land.

We recognise all Tasmanian Aboriginal people as the original owners and continuing custodians of the land and waters of this island, lutruwita.

We pay our respect to Aboriginal Elders, past and present. We commit to working for a City that welcomes and respects all Aboriginal and Torres Strait Islander people.

Acknowledgement of lived experience

“We acknowledge all victim-survivors of child abuse in Tasmania/ lutruwita, including those with lived experience of harm in institutional settings. We thank those victim-survivors who are working with us to make the future a safer place for children and young people in Tasmania/ lutruwita.

Every child and young person has a right to be safe, and children and young people’s safety is everyone’s responsibility.” *From the [Interim Compliance Guidelines](#), Tasmanian Department of Justice*

“The Office of the Independent Regulator acknowledges victim survivors of sexual abuse which has occurred within organisational settings in Tasmania.

We share a responsibility to deliver the changes necessary to safeguard children and young people, today and for generations to come, and we approach this task with commitment, compassion, and hope.” *[From the OIR website](#)*

This briefing

- The [Child and Youth Safe Organisations Framework](#) (CYSOF)
- The [Office of the Independent Regulator](#)
- The [Reportable Conduct Scheme](#)
- New role and internal working group, draft compliance plan
- What's next
- What Elected Members can do right now
- Challenges & opportunities

[Video: Child Protection and Child Safe – Office of the Children’s Guardian NSW \(2:05min\)](#)



Background

Year	Milestone
2013-18	Royal Commission into Institutional Responses to Child Sexual Abuse – final report and Child Safe Standards or the 115 page Recommendations
2021-23	The Commission of Inquiry into the Tasmanian Government’s Responses to Child Sexual Abuse in Institutional Settings
	Keeping Children Safe – Tasmanian government response to the Commission of Inquiry – 5min video about
May 2023	The Child and Youth Safe Organisations Act (2023) and Framework
Sept 2023	Department of Education, Children & Young People “ Safe. Secure. Supported: Our Safeguarding Framework ”
Oct 2023	Department of Justice published the Interim Compliance Guidelines
Nov 2023	GCC Child and Youth Safety Community Survey (Nov 2023) and report (Jan 2024)
Dec 2023	The Office of the Independent Regulator established, and Louise Coe appointed
June 2024	Glenorchy City Council “Safeguarding Children & Young People” internal working group first meeting

Child and Youth Safe Framework

[Child and Youth Safe Organisations Act 2023](#): to protect and promote the best interests of children. Council's responsibility to comply. Local Government has some specific new responsibilities under this Act.

[The Child and Youth Safe Standards](#): Ten (10) Standards that organisations must put into practice when they engage with children and young people. In putting [CYSF Standards](#) into practice, organisations must also give effect to a Universal Principle for [Aboriginal Cultural Safety](#).

[The Independent Regulator](#): An independent regulatory body that will oversee the Framework, and make sure organisations have the support, advice, and education they need to do the right thing.

[The Reportable Conduct Scheme](#): A compulsory scheme that requires leaders of certain organisations to report — and investigate — concerns about an adult worker's behaviour (which meets the definition of reportable conduct) to an independent regulator.

Other related legislation updates

[Information sharing provisions](#): Specific rules written into the law that mean leaders of organisations covered by the Framework are permitted to share personal information in certain circumstances.

[Archives Disposal Schedule for Records Relating to Child Abuse](#): records relating to child abuse must be kept 125 years from the child's DOB, policy relating to child safety must be kept permanently

WWVP: now changed to [Registration to Work with Vulnerable people](#) (RWVP)

What is Cultural Safety

[Cultural safety](#) can be understood as an environment or relationship where:

- Aboriginal and Torres Strait Islander children and young people feel safe to be themselves,
- their Aboriginality is respected,
- their sense of self and identity is nurtured and encouraged.

Only Aboriginal and Torres Strait Islander people can determine whether an organisation is culturally safe.

[Keeping Our Kids Safe video](#) made by SNAICC (the National Voice for Aboriginal and Torres Strait Islander Children) - Takes us through each of the 10 National Principles – how to apply a cultural safety lens – required of all organisations. Full report: [Keeping Our Kids Safe](#) (2021).

The Universal Principal

The Office of the Independent Regulator – hiring a Deputy Regulator, which is an identified position for someone from Aboriginal and/or Torres Strait Islander community. They will provide guidance in this space.

For now:

- Integrate cultural safety into other Council policies and embed into Council culture – expand our cultural capabilities through strong partnerships
- Address power imbalances that occur between the majority non-Indigenous position and the minority Aboriginal and Torres Strait Islander person so that there is no assault, challenge or denial of the Aboriginal and Torres Strait Islander person's identity, of who they are and what they need
- Cultural safety requirements may be met through actions which recognise, respect, and nurture the unique cultural identity of Aboriginal and Torres Strait Islander people. Only the Aboriginal and Torres Strait Islander person who is recipient of a service or interaction can determine whether it is culturally safe.
- There are additional risks to children and young people when Cultural Safety is not practised or respected.
- Develop child safeguarding and cultural safety actions in future RAP

Child and Youth Safe Standards

10 principles that outline how an organisation can develop a culture with child safety and wellbeing at its centre:

- Help organisations to embed child safe practices across all services and departments
- Provide a framework and direction for child safe policies
- Promote a culture where child safety is prioritised
- Promote an ongoing culture of child safe reporting





Organisations



Children and Young people



Parents and Carers



News

Compliance approach



Child focused oversight

www.oir.tas.gov.au

Reportable Conduct Scheme

The Reportable Conduct Scheme requires leaders of organisations in scope to:

- Notify the Independent Regulator when concerns are raised about behaviour related to child abuse involving a worker (the alleged conduct relate to an adult 18+ and the alleged victim is a person under 18 years old)
- Investigate these concerns (or engage an independent investigator to do so)
- Report findings to the Independent Regulator on a set timeline



What is reportable conduct

Behaviour BY an adult (over 18) TOWARDS a child (under 18) which constitutes:

- Significant emotional or psychological harm
- Significant neglect
- Physical violence
- A sexual offence
- Sexual misconduct
- Grooming ([4min video here](#))
- Relevant offences such as failing to report child abuse and female genital mutilation (cutting)

Reportable conduct – 3 day report

3 day notification:

- Organisational details,
- Head of organisation and officer making complaint's details,
- The worker's details
- Details of the alleged conduct
- Details of the alleged victim/s
- Other reporting obligation details
- Details of any actions you may or may not be undertaking

Reportable conduct – 30 day report

- Reference number of original report
- Information about the allegation or conviction
- Whether any actions have been taken (e.g. limiting worker's contact with children)
- Any written submissions

Files can be uploaded to support the report, eg. Pictures or scans.

Investigations – [link to OIR resources](#)

Planning a reportable conduct investigation

Planning is critical to conducting an appropriate reportable conduct investigation.

Conducting an investigation

A reportable conduct investigation establishes facts through collecting evidence and makes findings.

Example investigation plan

an example investigation plan for organisations

Example Letter of Allegation

A 'letter of allegation' is a critical tool to a thorough and fair reportable conduct investigation.

Finalising an investigation

Once evidence is assessed, findings are documented in an investigation report and all parties notified of the outcome

Example investigation report

An investigation report incorporates all the relevant information collected during the investigation.

Reportable conduct investigations that are also police investigations

Where conduct is suspected to be criminal, the leader of an organisation must also notify Tasmania Police

Learning from an investigation

Continuous improvement is an essential practice for organisations

Investigations

- Some Councils have already held investigations under the Reportable Conduct Scheme
- Reluctance to investigate colleagues is a common experience
- LGAT Multiple Use Register being established to provide a directory of businesses which may be contracted to conduct investigation

Multiple Use Register: Local Government Child and Youth Safe Organisations Reportable Conduct Scheme Investigations ^

We are establishing a Multi-Use Register (MUR) to support councils' selection of external independent investigators. Investigations will be conducted within the guidelines recommended by the Tasmanian Office of the Independent Regulator.

Those interested in applying, must register via TenderLink: <https://portal.tenderlink.com/lgat>

Once registered, you may log in to access the documentation and lodge an application.

Further information is available for Council officers on our [Member Portal](#).



Audit

- Consultation
- Policy & Procedure
- Training
- Recruitment & Screening

Implementation

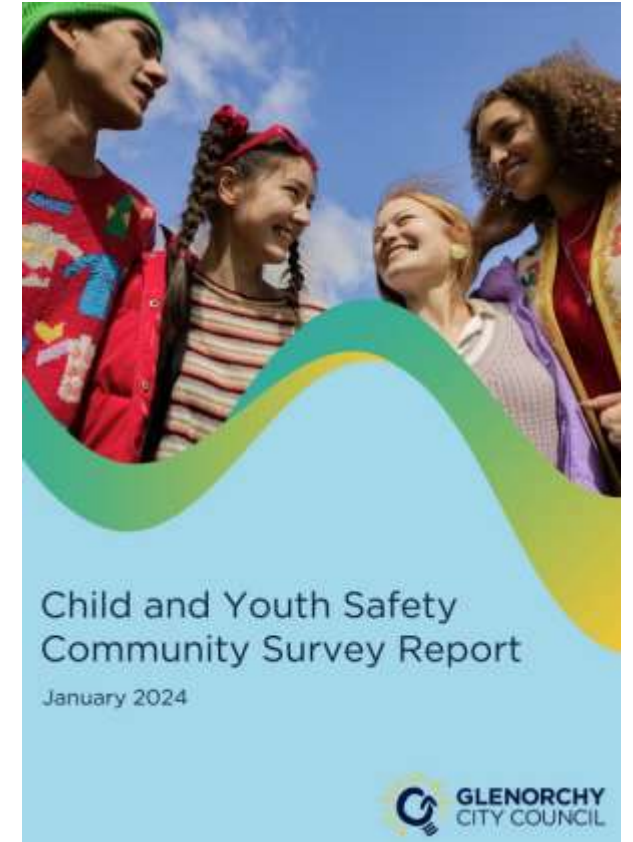
- New policy & procedure
- Develop internal systems & training
- Document management
- Promotion

Monitoring & Evaluation

- Annual review
- Incidental review
- Quality Improvement
- Community feedback

GCC Child & Youth Safety Survey – Nov 2023

- 178 responses –reflect our community’s diversity
 - 26.9% of participants 19 years old or younger
 - 12% Aboriginal and/or Torres Strait Islander
 - 13.5% are LGBTIQ+
- Two aims:
 - Involve community in our response to CYSOF
 - Consult community in the services we provide for young people



Survey recommendations – Safety

- We asked how people find information: this tells us where we should promote our reporting procedure and other child safety services
 - Adults – online
 - Children or young people – ask a trusted adult
- What would help make reporting safer/easier
- Accountability and transparency are vital

We will continue asking for community feedback as we develop and implement these procedures



2023 CHILD & YOUTH SAFETY SURVEY RECOMMENDATIONS

FINDING INFORMATION

- Information about Child and Youth Safety relating to Council should be easy to find on Council's website.
- Promotion to parents, teachers & other adults is important.

REPORTING A CONCERN

- The reporting process and any follow-up must be clear from the beginning
- There should be a designated staff member to report to, including Council events
- This person should have special training to provide trauma-informed support
- Anonymity to protect person reporting from backlash
- Children or young people able to bring a support person with them to report

PROCEDURE

- Information should be easy to access on Council's website
- 24-hour child safety reporting number should be listed, as well as other support services
- The reporting process and follow up must be clear from the beginning
- Talking to someone in-person in a safe/private environment is preferred
- Posters in council venues to raise awareness

WHAT NEXT?

Council will develop a Child and Youth Safety policy and a child-friendly reporting procedure to meet our obligations under the *Child and Youth Safe Organisations Act (2023)*.

P 6216 6800 | E gccmail@gcc.tas.gov.au
W gcc.tas.gov.au | Fb [GlenorchyCityCouncilOfficial](https://www.facebook.com/GlenorchyCityCouncilOfficial)
374 Main Road, Glenorchy | Mon-Fri 8.30am to 5pm

GLENORCHY CITY COUNCIL

Child and Youth Safe Organisations Working Group

- 22 staff from across Council
- Meeting every 2 months
- Teams
- Compliance plan

External:

- LGAT Safeguarding children advisory network



What next

Safeguarding Children & Young People Policy – September Council meeting

Reportable Conduct Procedure

Review other policies, directives and procedures

Document management guidelines

Training

Staff wellbeing

Supporting community organisations to meet their obligations

Contractors

Awareness raising – signage and promotion with community

What can Elected Members do right now?

- Stay up to date – Council’s newsfeed and social media
- Learn more – free e-learning including [free training for Councils](#) (NSW 30min)
- Follow the [Office of the Independent Regulator](#) – newsletter, social media
- Listen to community & share information about child safety
- GCC Safeguarding Children and Young People policy (Sept 2024)
- Registration to Work With Vulnerable People card

Challenges / Opportunities

- Document management
- Staff recruitment and screening
- Standard 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously → mechanisms
 - Childcare Services,
 - Council-wide/Community Development,
 - [Moonah Arts Centre](#) and,
 - Jobs Hub.
- Budgeting – potential cost of future investigations
- Acknowledgement of past harm

Support is available

TELL SOMEONE

[Tell someone](#) about your experience of child sexual abuse

STRONG FAMILIES SAFE KIDS

[Strong Families Safe Kids](#) – Advice & Referral
Line: 1800 000 123



[Kids Helpline](#): 1800 55 1800



[Lifeline](#): 13 11 14