

If it is alleged that an employee, contractor, student or a volunteer may have committed an offence or have breached BRACE policies or its Child Protection Code of Conduct the person concerned may be stood down (with pay, where applicable) while an investigation is conducted.

If the investigation concludes that on the balance of probabilities an offence (or a breach BRACE policies or Child Protection Code of Conduct) has occurred, then disciplinary action may follow, up to and including dismissal or cessation of involvement with the organisation. The findings of the investigation will also be reported to any external body as required.

Failure to respond and report

Physical and sexual abuse is a crime and must be reported to the police. Concerns about the safety and wellbeing of children can range from an uncomfortable feeling through to direct observation or disclosure by a child.

Employees, volunteers and contractors are required to raise concerns through BRACE internal reporting procedures or directly with the police.

The failure to protect offence applies to people within BRACE who knew of a risk of child sexual abuse by someone in BRACE, or by an individual associated with BRACE, and had authority to reduce or remove the risk but did not act to protect the child.

This policy is to be read in conjunction with the Child Safety Reporting Flowchart

Victorian Reportable Conduct Scheme

In summary, the Victorian Reportable Conduct Scheme:

- x Requires some organisations to respond to allegations of child abuse and other child related misconduct made against their workers and volunteers and notify the Commission for Children and Young People of any allegations;

Enable the Commission to oversee responses; and

- x Facilitate information sharing between organisations, their regulators, Victoria Police, the Department of Justice and Regulations Working With Children Check Unit and the Commission.

Privacy

All personal information considered or recorded will respect the privacy of the individuals involved unless there is a risk to someone's safety. BRACE will have safeguards and practices in place to ensure any personal information is protected.

Everyone is entitled to know how personal information is recorded, what will be done with it, and who will be able to access it.

Reviewing

Each year, and following every reportable incident, a child safety review will be undertaken to assess whether the organisation's child protection policies or procedures require modification to better protect the children under the organisation's care.

Related policies and legislation

Related Commonwealth or state/territory legislation

Crimes Act 1958

Charter of Human Rights and Responsibilities Act 2006

Child Wellbeing and Safety Act 2005

Child Wellbeing and Safety Regulations 2007

Commission for Children and Young people Act 2012

Victorian Reportable Conduct Scheme 2017

Working With Children Act 2005

Working with Children regulations 2006

Education and Care Services National Law Act 2010

Education and Care Services National Regulations 2011

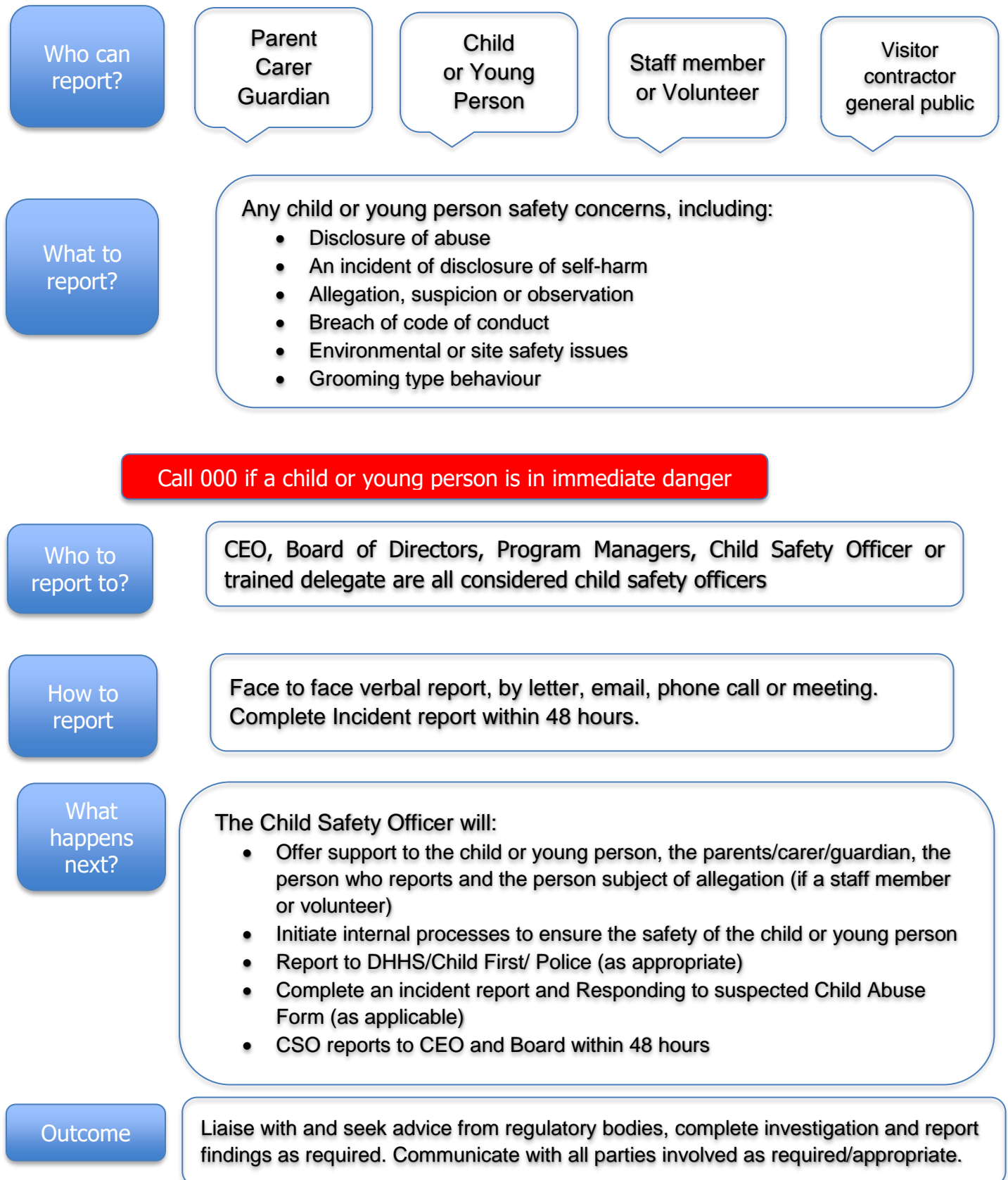
Education and Training Reform Act 2006

Children, Youth and Families Act 2005

Children, Youth and Family Regulations 2007

Victorian Institute of Teaching Child Protection Code of Conduct and Ethics

Child Safety Reporting Flow Chart



**to be used in conjunction with VOC490 - 2019 BRACE Child Safe Reporting Policy and Procedure*