

Child Protection Policy



Policy Relevant to:	All educators and Team members
Last Reviewed:	September 2025
Next Review:	September 2027
ECS National Law:	S2A, S4 S.5,S 5.1, S162A, S162B, S165, S166, S.166A, S167, S174, S175, Part.6A, S.188, S.188A, S.269B, S.269E
ECS National Regulations:	r12, r84, r86, r87, r115, r145, r149, r155, r168, r170, r175, r176, r181
NQS	2.2; 2.2.1; 2.2.2; 2.2.3

Rationale

Adventure Patch is committed to providing a child-safe environment where children's safety and wellbeing is supported and children feel respected, valued and encouraged to reach their full potential. Our services will embed the *Child and Youth Safe Standards* and the Universal Principle for Aboriginal and Torres Strait Islander Cultural Safety to promote the safety and well-being of children and young people; prevent abuse and harm to children and young people; respect and uphold the rights of children and young people and embed strategies in our day-to-day practice. Adventure Patch adheres to and aligns with legislative requirements related to taking images or videos of children.

Adventure Patch adheres to the [National Model Code and Guidelines](#) for taking images or videos of children released by ACECQA on 1st July 2024.

We will ensure all management, educators, and volunteers understand the meaning, importance and benefits of providing a child safe environment and, critically, understand their obligations and requirements as mandatory reporters.

Purpose

All educators, staff, visitors and volunteers are committed to identifying possible risk and significant risk of harm to children and young people at Adventure Patch. We will uphold our duty of care to protect children from all types of abuse and neglect and will adhere to our moral and legislative obligations at all times. We believe children's safety is the paramount consideration for early childhood professionals and embed child safety in our daily practices, policies and procedures.

We aim to implement effective strategies to assist in ensuring the safety and well-being of all children. Adventure Patch will act in the best interest of each child, assisting them to develop to their full potential in a secure and child-safe environment.

Implementation

Adventure Patch promotes a culture of child safety and wellbeing within its services and strongly opposes any type of abuse against a child and endorses high-quality practices in relation to protecting children. Educators have an important role to support children and



young people and to identify concerns that may jeopardise their safety, welfare, or wellbeing, including:

- a duty of care to ensure that reasonable steps are taken to prevent harm to children.
- obligations are met under child protection and safety legislation.
- obligations are met under work, health and safety legislation.

Adventure Patch promotes a culture of child safety and wellbeing within our services. To ensure best practice, all educators and staff will complete approved child protection training. Educators and staff will continue to maintain current knowledge of child protection law and mandatory reporter requirements by completing Child Protection Awareness Training annually.

The approved provider, staff, educators, volunteers and students will be required to complete mandatory National Child Safety Training for the Early Childhood Education and Care Sector (effective February 2026). This applies to any person working in Adventure Patch services whether or not they work directly with children.

Child Safety Training will be recorded on the Training Register. Staff, educators, students and volunteers must demonstrate an understanding of the role of mandatory reporter, including when a report must be made and how to make a report.

Adventure Patch will develop and maintain a Child Protection Concerns Register for recording child protection concerns. The register will include information to record all concerns, disclosures, or suspicions of child abuse or neglect. The register ensures concerns are documented, monitored, and followed up on. The register is kept confidential, stored securely, and accessible only to authorised personnel.

Definitions

Child/Children refers to both children and young people under the age of 18 years

Child Abuse Child abuse is any action towards a child or young person that harms or puts at risk their physical, psychological or emotional health or development. Child abuse can be a single incident or can be a number of different incidents that take place over time.

Child and Youth Safe Standards are mandatory requirements that organisations who provide services for children must implement to help protect children and young people from harm and abuse. Implementing the CYSS is equivalent to implementing the National Principles for Child Safe Organisations.

Inappropriate conduct any behaviour that a reasonable person would consider to be inappropriate in an education and care service, taking into account the child's age, development, safety, wellbeing and the context of the interaction.

Mandatory reporting is the legislative requirement for selected classes of people to report suspected child abuse and neglect to government authorities. In Tasmania (TAS), mandatory reporting is regulated by the *Children, Young Persons and Their Families Act 1997*.

Mandatory reporters

Mandatory reporters in Tasmania include:

- A person registered under the Health Practitioner Regulation National Law (Tasmania) in the psychology profession.
- A principal and a teacher in any educational institution (including a kindergarten).
- A person who provides childcare, or a childcare service, for a fee or reward.
- A person concerned in the management of an approved education and care service, within the meaning of the Education and Care Services National Law (Tasmania), or a childcare service licensed under the Child Care Act 2001.
- Any other person who is employed or engaged as an employee for, of or in, or who is a volunteer in –
 - A Government Agency that provides health, welfare, education, childcare or residential services wholly or partly for children
 - An organisation that receives any funding from the Crown for the provision of such services.

Reportable Conduct The Reportable Conduct Scheme requires employees in approved education and care services to report any allegation of misconduct involving children by a worker (which includes employees, volunteers and contractors) to the Independent Regulator.

What is Abuse?

The World Health Organisation ([WHO], 2006, p. 9) defines child abuse and neglect as:

“All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.” (Australian Government, Australian Institute of Family Studies)

Abuse or neglect includes abuse and/or physical or emotional injury to the extent that the child has suffered or is likely to suffer, harm detrimental to his/her wellbeing or development. Neglect can take many forms and is extremely damaging to children. Child abuse can be a single incident or can be a number of different incidents that take place over time.

Types Of Abuse and Neglect

The Tasmanian Government identifies the following types of abuse and neglect:

- physical harm
- emotional harm
- neglect
- sexual abuse
- grooming behaviour

There are common physical and behavioural signs that may indicate abuse or neglect. The presence of one of these signs does not necessarily mean abuse or neglect. Behavioural or physical signs which assist in recognising harm to children are known as indicators.

One indicator on its own may not imply abuse or neglect. However, a single indicator can be as important as the presence of several indicators. Each indicator needs to be deliberated in the perspective of other indicators and the child's circumstances. A child's behaviour is likely to be affected if he/she is under stress. There can be many causes of stress, and it is important to find out specifically what is causing the stress. Abuse and neglect can be single incidents or ongoing and may be intentional or unintentional.

The Department for Education, Children and Young People (DECYP) provide definitions and physical indicators: [Recognising the Signs of Harm to Children and Young People](#)

Indicators of abuse

There are common physical and behavioural signs that may indicate abuse or neglect. The presence of one of these signs does not necessarily mean abuse or neglect. Behavioural or physical signs that assist in recognising harm to children are known indicators. The following is a guide only. One indicator on its own may not imply abuse or neglect. However, a single indicator can be as important as the presence of several indicators.

Each indicator needs to be deliberated in the perspective of other indicators and the child's circumstances. A child's behaviour is likely to be affected if he/she is under stress. There can be many causes of stress, and it is important to find out specifically what is causing the stress. Abuse and neglect can be single incidents or ongoing and may be intentional or unintentional.

General indicators of abuse and neglect may include:

- Marked delay between injury and seeking medical assistance.
- History of injury.
- The child gives some indication that the injury did not occur as stated.
- The child tells you someone has hurt him/her.
- The child tells you about someone he/she knows who has been hurt.
- Someone (relative, friend, acquaintance, sibling) tells you that the child may have been abused.

Working With Children and Vulnerable People Registration (WWVP)

Tasmanians' Working with Children and Vulnerable People (WWVP) Check is administered by the [Department of Justice](#).

All employees working or volunteering with children within education and care services are required to hold a valid WWVP registration at all times when working or volunteering with children. Education and care services are required to check an employee's WWVP upon employment.

The National Continuous Checking Capability (NCCC) will be used to support real-time monitoring of worker criminal history across all jurisdictions.

Reporting

Adventure Patch educators or persons involved in our organisation are legally mandated to report any knowledge, beliefs or concerns that a child has suffered or is at risk of abuse and neglect to: Child Safety Services – Strong Families Safe Kids Advice & Referral Line – 1800 000 123

www.strongfamiliesafekids.tas.gov.au

The requirement to notify overrides any confidentiality requirements that may otherwise govern an educator's behaviour in this regard.

In Tasmania, the safety of children and young people is covered by the *Children, Young Persons and the Families Act 1997*, amended in December 2013.

Where any team member has a concern regarding the way a fellow team member is interacting with a child, Adventure Patch has an obligation to report this behaviour to the Office of the Independent Regulator (OIR) by virtue of the *Child and Youth Safe Organisations Act 2023*. The obligation to report rests with the CEO, and therefore, any concerns are to be reported directly to the CEO immediately.

Related Policies

<ul style="list-style-type: none"> Behaviour Guidance Policy Child Safe Environment Policy Code of Conduct Complaints and Grievance Policy (Families) Interaction with Children Policy Nappy Change Policy Privacy and Confidentiality Policy 	<ul style="list-style-type: none"> Recruitment Policy Safe Use of Digital Technologies and Online Environments Policy Staffing Arrangements Policy Supervision Policy Work Health and Safety Policy
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Resources for indicators of Abuse or Neglect

[Child Safe Organisations](#)

[Child and Youth Safe Organisations Framework- Tasmania](#)

[Child Safety Service Tasmania](#)

[Commissioner for Children and Young People.](#)

[Kids Helpline](#)

[Lifeline](#)

NAPCAN- [Prevent Child Abuse & Neglect](#)

Raising children. [Safeguarding children and child sexual abuse.](#)

Source

[ACECQA. \(2023\). Embedding the National Child Safe Principles](#)


Australian Children's Education & Care Quality Authority) (2025). Embedding the National Child Safe Principles Australian Children's Education & Care Quality Authority. (2026).
 Australian Children's Education & Care Quality Authority. (2025).
<https://www.acecqa.gov.au/sites/default/files/2023-03/Guide-to-the-NQF-March-2023.pdf>Guide to the National Quality Framework
 Australian Children's Education & Care Quality Authority. (2025). [NQF Child Safe Culture Guide](#).
 Australian Government Department of Education. [Belonging, Being and Becoming: The Early Years Learning Framework for Australia](#). V2.0, 2022
 Australian Government Australian Institute of Family Studies. (2022). [Australian child protection legislation](#)
 Australian Government: Australian Institute of Family Studies. (2023). [Mandatory reporting of child abuse and neglect](#)
 Australian Government: Australian Institute of Family Studies. (2025). [Responding to children and young people's disclosure of abuse](#).
 Children, Young Persons and Their Families Act 1997
 Department for Education, Children and Young People [Keeping children safe through safeguarding](#)
 Department of Justice. (2023). [Introducing Tasmania's Child and Youth Safe Organisation Framework](#).
 Early Childhood Australia Code of Ethics. (2016).
 Education and Care Services National Law Act 2010. (Amended 2023).
[Education and Care Services National Regulations](#). (Amended 2025).
 Freedom of Information Act 1991
 Office of the Independent Regulator. (2023). [Reportable Conduct Scheme](#)
 Office of Safeguarding Children and Young People Department for Education, Children and Young People (2023) [Recognising Signs of Child Abuse](#)
 Tasmanian Government. Department of Justice. [Registration to Work with Vulnerable People](#)
 Tasmanian Government. Education and Care Unit. Department of Education. [Children and Young People](#).
 Tasmanian Registration to Work with Vulnerable People Act 2013

Review History

Policy Reviewed By:	Tim Short	CEO	September 2025
POLICY REVIEWED	September 2025	NEXT REVIEW DATE	September 2027
Modifications	<p>March 2026</p> <ul style="list-style-type: none"> Policy reviewed out of scope due to changes in Education and Care Services National Law to include child safety reforms National child safety training, inappropriate conduct offences Laws and regulations list updated Sources list updated <p>September 2025</p> <ul style="list-style-type: none"> Updated regulations and laws Minor policy maintenance Checked policy list Updated sources list 		
POLICY REVIEWED	PREVIOUS MODIFICATIONS		NEXT REVIEW DATE
June 2023	Additional amendments – October 2023		September 2025

	<ul style="list-style-type: none"> • additional information added re: Child and Youth Safe Organisations Framework June 2023 • Policy maintenance - no major changes to policy • Checked and updated hyperlinks • Added source list. • Added related policies 	
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Signed

<p>CEO:</p>	
<p>Manager:</p>	<p>S. Norris</p>