

Safeguarding Children and Young People Policy

Overview

1.1. Introduction

At Junior Adventures Group (JAG) we believe that all children have the right to **be safe, feel safe and stay safe**. We are committed to our duty of care by ensuring that our philosophy places children at the forefront of our thinking, and that their voices guide all decision making.

In alignment with our global commitment to safeguarding children, Junior Adventures Group reaffirms its dedication across all jurisdictions where we operate, including Australia, New Zealand, Ireland, and the United Kingdom. Our unwavering commitment to upholding the highest standards of child safety transcends borders, ensuring a consistent approach to safeguarding practices regardless of geographical location.

We strive to pay respect and acknowledge the Indigenous Peoples in the Communities that we provide service within, acknowledging their practices of nurture and education in their ancestral lands, over thousands of years.

In Australia, we acknowledge that we continue to learn on the lands of the Traditional Owners of Country. We pay our respects to Elders past, present and the emerging children and young people, and recognise and celebrate the diversity of Aboriginal and Torres Strait Island peoples and their ongoing cultures and connections to the lands and waters and community. In Aotearoa (New Zealand) we acknowledge Māori as the tangata whenua and we are committed to upholding the principals of Te Tiriti o Waitangi and Māori aspirations of Tino rangatiratanga. We acknowledge the central role of whānau and hapū and the centrality of this to hauroa.

In the United Kingdom, we ensure we are fully inclusive, embracing the diversity across our communities, acknowledging the cultures and heritage that provides enrichment across the country and wider.

In Ireland, we recognise the enduring presence and cultural heritage of the Irish people, particularly the Gaelic community, and their historic ties to the land.

As an organisation committed to empowering and educating children through enriching experiences, we pledge to continually learn from and respect the cultures, histories, and knowledge of these communities. We believe in fostering an environment where every child can feel a sense of belonging and appreciation for the rich tapestry of histories that surround us.

1.2. Purpose

We understand that it is every child's right to be protected from all forms of abuse, violence, bullying and exploitation, and to uphold this right, it requires organisational intentionality, dedicated leadership, practice, and resource.

We also understand that every child has the right to engage in play, leisure and recreational activities appropriate to the age of the child. We empower participation in cultural life and the arts, all underpinned by the need for child safety (safeguarding children and young people) and wellbeing.

At JAG, it is the responsibility of all JAG people to ensure the safety and wellbeing of each and every child is at the forefront of our thinking, our decisions and our actions.

We commit to a culture of listening to children and empowering them by taking their views seriously and addressing any concerns they raise with us.

1.3. Scope

This policy applies to all people who conduct work for, or provide activities and/or a service to, JAG in a paid or unpaid capacity.

This policy applies to all activities within JAG that relate to, or result in, contact with children.

1.4 Legislative Requirements

JAG is committed to align with:

JAG Australia	<ul style="list-style-type: none"> • National Principles for Child Safe Organisations - 2018 (recognised by ACT, QLD & WA) • Child Safe Standards Victoria – 2022 • NSW Child Safe Standards – 2020 • Children and Community Services Act 2004 • The Education and Care Services National Law Act 2012 • The Family Law Act 1975 (Cth) – <i>includes mandatory reporting provisions</i> • The National Principles for Child Safe Organisations 2018 • Australian Human Rights Commission Act – 1986 (Cth): JAG supports the UN Convention of the Rights of a Children - 1989 • Other relevant State/Territory legislation <i>refer reference section</i>
JAG New Zealand (sKids)	<ul style="list-style-type: none"> • Oranga Tamariki Act 1989 • Children’s Act 2014 • The Family Proceeding Act 1980 • Health & Safety at Work Act 2015 • Privacy Act 2020
JAG United Kingdom	<ul style="list-style-type: none"> • Early Years Statutory Framework 2024 • Keeping Children Safe in Education 2023 • SEND Code of Conduct 2014 • Health & Safety at Work Act 1974 • Childrens Act 1989 and 2004 • Public Interest Disclosure Act 1998
JAG Ireland (Sherpa Kids)	<ul style="list-style-type: none"> • Children First Act 2015 • Children First: National Guidance for the Protection and Welfare of Children 2017

Guided by the United Nations Conventions of the Rights of a Child – *adopted November 1989*

2. Policy Statement

To children:

The safety and wellbeing of children is paramount. At JAG, any form of child harm, abuse, neglect or exploitation is abhorrent and will never be tolerated or ignored. Children need to know and believe they have the right to be safe and always feel safe.

We will enable this by ensuring our understanding of children's rights is an important basis for all the activities we offer to children and their families. We also acknowledge the importance of positive recognition, awareness, respect and celebration of different cultures to ensure cultural safety.

We expect JAG people and JAG activities not to harm, neglect or exploit children. It is a serious breach of this policy if any JAG people or activity contravenes any regulation, JAG policy/procedure or the law in relation to the safety, protection, or wellbeing of children.

As an Organisation, we commit to appointing Child Safe Officers to advocate for the rights of children and young people and be available to them should they choose to raise concerns or inquiries regarding their safety.

To Parents/Guardians

We commit to communicating honestly and openly with parents and guardians about the wellbeing and safety of their child/ren.

We provide programs and service that empower children to meet the ever-changing needs of the communities they live in, in partnership with families.

We will ensure we engage and listen to parents' views in regard to our safety and wellbeing practice, policy and procedures.

We commit to transparency in our decision making with parents and guardians where it will not compromise the safety of children and young people.

To JAG People

We commit to having a management structure that supports and develops JAG people in their roles. We will provide regular opportunities to clarify and confirm policies and procedures that support the safety and wellbeing of children, inclusive of annual (as a minimum) training in regards to this policy.

We commit to listening to all concerns voiced by JAG people, in regards to keeping children and young people safe from harm and also to provide formal debriefing and counselling to JAG people arising from incidents of disclosures of harm.

3. Principles

3.1. Respecting Children

We will facilitate opportunities for children to communicate their views and provide feedback about the activities and the people they interact with. We will value the participation of children and young people in decision making, including decisions of safety and wellbeing. We will do this

by enabling and respecting the unique abilities and vulnerabilities of each individual child to ensure they have agency within JAG.

We value and respect each child's culture and identity, and positively recognise these and celebrate them.

Children will be empowered to develop life skills, including but not limited to, intimate / personal care, self-help skills, social, and communication skills. Where there is significant risk / concern for children unable to complete skills, The Operations Leadership Team will be engaged to ensure Safeguarding is upheld.

We expect all JAG People to respect the rights of Children and Young People, and to not contravene any policies, regulations, or laws in relation to the safety, protection or wellbeing of children and young people.

3.2. Code of Conduct

Our code of conduct sets out the rules for behaviour **with** and **around** children. The code of conduct aims to ensure all JAG people are committed to the safety and wellbeing of children. It is a requirement that JAG people endorse and affirm their understanding of this policy and the code of conduct by signing the Safeguarding Children and Young People declaration. We expect all JAG people to have a working knowledge of children's rights appropriate to their role and use this knowledge to inform decisions about how to behave and act with and on behalf of children.

We will treat children and young people as individuals and respect their unique abilities and views. Please refer to the Professional Code of Conduct and any national policies relating to Interactions with Children and Young People.

All actions and decisions by JAG People must uphold the United Nations: Convention of the Rights of the Child (UNCRC)

3.3. Complaints, Concerns or Allegations

We will take seriously any complaints, concern or allegations raised by children and/or their parents/carers, stakeholders and/or our school partners.

We will investigate all child safety (safeguarding children) complaints, concerns or allegations made against any JAG person, including board members, executive staff, management, educators, contractors, students or volunteers.

We expect our JAG people to follow the 'responding to safeguarding concerns' procedure without hesitation in response to any concerns raised by children or their parents/carers or our school partners.

Any allegations of abuse made against another child within our care will be treated with sensitivity, confidentiality, and respect to protect all children at risk.

3.4. Investigations

Should there be an allegation of child abuse, neglect or exploitation by a JAG person then this will always be investigated thoroughly and with the appropriate privacy. In all circumstances the person will be stood down from duties until the investigation informs the resolution. In every circumstance, we will cooperate with any formal investigation undertaken by police and/or state/territory regulatory authorities, in relation to the safety and wellbeing of children.

A Safeguarding Response team, including our Child Safe Officers, will be established to provide subject matter expertise and ongoing support during the investigation process.

Where required we will include children and young people in investigations. It shows children that their voice is valued and that they will be listened to. When children and young people are provided with opportunities to participate and feel that their views are valued, they are more likely to speak up. These interviews will be carried out by an appropriate qualified facilitator if required.

3.5. Reporting

Any JAG person who has any concerns about a child or young person's welfare must not retain this information by failing to speak out about it.

We expect JAG people to know and adhere to the relevant laws in each state and territory in regard to reporting actual or suspected child abuse, neglect, exploitation and/or family violence.

Please refer to 'Responding to Safeguarding concerns' procedure for a list of legislative reporting requirements which may include:

- Mandatory reporting requirements
- Reportable conduct requirements
- Statutory child protection requirements

Notwithstanding our obligations under the law, we expect all JAG people to ensure that appropriate action is taken to respond to any concerns about the wellbeing or safety of a child of critical matters. This includes promptly reporting any suspicions or incidents to designated safeguarding officers and following the established ***Critical Incident and Crisis Management Procedure***.

The JAG Privacy Policy requires consent from children and/or parents/guardians before we provide information about them to any other individual or organisation. However, we may not ask for consent to disclose information to Police, a regulatory authority or a statutory child protection agency in the event that we have concerns about the safety or wellbeing of a specific child.

3.6. Recruitment and screening

In all JAG recruitment processes it will be clear as to JAG's commitment to the safety and wellbeing of all children.

All JAG people will be informed during their recruitment and as part of their employment contract, that their employment is subject to, the results of a relevant state/territory suitability to work with children check (a working with children screening check), a national criminal records check and the appropriate professional referee checks inclusive of specific child safety (safeguarding children) and wellbeing questions.

Requirement							
JAG AU	National Roles: All national support roles including but not limited to the below are required to hold all state-based Children checks: <ul style="list-style-type: none">- Approved provider/ Persons of Management Control- CEO Australia- General Manager of Risk and Quality Service Development State Based Requirements: All service based and support office roles will hold a relevant state base working with children check as follows:						
	State	ACT	NSW	QLD	VIC	WA	SA
	Name of Check	Working With Vulnerable People (WWVP) check	Working with Children Check	Blue Card Check / Working with Children Check	Working with Children Check	Working with Children Check	Working with Children Check
	Government screening Unit	Background Screening Unit, Access Canberra	NSW Office of the Children's Guardian	Blue Card Services	Department of Justice and Regulation, Working with Children Check Unit	WWC Screening Unit (Department for Child Protection and Family Support)	Department of Human Services
JAG NZ	Risk Assessment which includes Police Vetting Check						
JAG IRE	Garda Vetting Process						
JAG UK	Disclosure and Barring Service (DBS) check						
All countries are required to complete Professional Referee Checks and Police Checks							

It is a serious breach of this policy, if an individual continues working with children if they have been charged or convicted of a crime that would make them ineligible to be granted a suitability check (or equivalent).

We expect that JAG people understand that their continued participation in our organisation is based on the outcomes of these ongoing and continuous screening requirements.

3.7. Safe Staffing

JAG has an obligation to ensure staffing arrangements meet the needs of all children and young people. Under National Laws and Regulations, and the direction of the CEO, Services will maintain appropriate ratios to ensure the safety and welfare of children is always upheld.

The Safety and Welfare of Children and Young People, as well as JAG People, is of paramount concern. It is best practice for there to be a minimum of two JAG People on duty at any one time, where children and young people are present. However, in situations where this is not possible, a JAG Person may be staffed to be the sole team member working. In these instances, a procedure has been established and further risk assessment and control measures will be put in place, prior to the commencement of the session.

In any circumstances where sole staffing arrangements is approved, it is subject to the eligibility and clearance of the individual, accompanied by a Risk Assessment of the Service and communication to all key stakeholders.

3.8. Training, support, and awareness

All JAG people will be provided with training, support and awareness resources that enable them to understand the signs of child abuse, neglect, exploitation and/or family violence and feel confident and safe to take the appropriate and effective action.

We acknowledge that there will always be emerging information crucial for increasing awareness about the signs of child abuse, and that there is an inherent complexity of the work undertaken when providing care/services to children. Therefore, as a minimum, yearly updated training and/or professional development will be a requirement of all JAG people in regards to child safety (safeguarding children).

Appropriate debriefing and employee assistance support will be offered to JAG people who have had to deal with serious incidents of child abuse.

3.9. Environments

We commit to creating environments that are equitable, welcoming, inclusive, fun, and safe for all children. Our environments will ensure children's diverse circumstances and needs are recognised and provided for.

We commit to reconciliation and ensuring our actions create culturally safe environments for all children based on respecting culture and identity.

Appropriate risk assessments will be undertaken for every setting and activity in which we work.

We recognise the importance of culture, religion, and beliefs in the lives of children, their families and communities, and will provide respectful and inclusive environments. However, no cultural, religious, or specific belief behaviour will take precedence over the rights of the child to be protected from harm.

3.10. E-Safety

JAG is committed to being proactive in the prevention and protection of children and young people from the effects of Cyberbullying, image-based abuse and illegal, explicit, or restricted content. Any device use in the Service must be for homework/study/educational purposes only, and permission and agreements must be sought between the Service Leader and Parent/Guardian.

Whilst devices are utilised in the Service, JAG People must supervise and monitor what the child is accessing/viewing. We acknowledge the importance of E-safety in our digitally enabled world. Please refer to policies detailing Technology, Devices and Internet Use.

Any media taken of children and young people must be done in a respectful way and must be for the purpose of documenting engagement in activities or experiences implemented by the Service or child's skill development. Prior consent must be provided on the enrolment record.

JAG People are prohibited from sharing social media or gaming account details with children, young people, parents, or families.

JAG People are not permitted to access personal devices (including, mobile phones, cameras, tablets, smart watches, and other smart devices) whilst children are in attendance. All personal devices must not be accessible during shifts, Service Leaders will provide a safe and secure place for the purpose of storing personal devices during operational hours.

In the event of an emergency, if a JAG device is not available, the use of a personal device is permitted by Service Leaders, this requires authorisation by an Operations Leadership Member. Under no circumstance may a JAG Person use a personal device to take media of the children and young people.

Parents, Visitors and Students must limit personal device use when at the Service. In ensuring that they are not left alone with Children and Young People, JAG People must keep aware of the use of personal devices in the presence of children and young people, including taking footage, information sharing and phone calls. JAG People should provide such information to them and collaborate in ensuring that the welfare of children and young people is not compromised.

JAG is committed to the privacy of children and young people and have implemented data protection policies and procedures in place to reduce the risk of data breaches holding children and young people's information.

3.11. Review and Continuous Improvement

We acknowledge the ever-changing world in which we live in and the need for constant review, improvement and learning. We will regularly review and monitor our capacity to address the safety and wellbeing needs of children in order to identify areas of strengths and those requiring improvement.

Our learnings will be shared with JAG People, children, families and the school communities in which we operate. We will work with our people, children, families and school communities to continuously discuss the strengths and improvement areas of child safety and wellness.

A focus on child safety and wellbeing will be embedded into business practices such as business planning and budgets. This policy will be reviewed annually as a minimum.

3.12. Record Keeping

JAG Services will ensure they uphold up-to-date records of Children and Young People of the Service.

All incidents and safeguarding concerns will be documented and stored confidentially.

All countries will abide by their relevant Record Keeping timeframes set in Regulation or by the CEO.

4. Insurance

Our Safeguarding Policy underscores our unwavering commitment to ensuring the safety and well-being of every child entrusted to our care across all the countries we operate in. Central to this commitment is our assurance of having the relevant insurance policies and comprehensive coverage in place.

We diligently adhere to local regulations and standards, ensuring that our insurance policies meet or exceed the requirements of each jurisdiction. By maintaining robust insurance coverage tailored to the unique needs of each region, we provide peace of mind to our families, communities, and team members.

This proactive approach reflects our dedication to upholding the highest standards of safety and protection for the children under our supervision, empowering them to thrive in a secure and nurturing environment.

5. Key Terms

Term	Meaning
Children and Young People	A person under the age of eighteen years of age
Junior Adventures Group (JAG)	<p>Junior Adventures Group is the parent organisation in the following countries:</p> <ul style="list-style-type: none"> - Australia for the brands OSHClub, Helping Hands Network and Primary OSH Care. - United Kingdom for the brand, Junior Adventures Group and Pioneer Childcare - Ireland for the brand, Sherpa Kids - New Zealand for the brands, sKids <p>All JAG policies relate to these brands also.</p>

Term	Meaning
JAG people	Any adult that governs, manages, conducts work for, or provides activities and/or services to, JAG in a paid or unpaid activity spanning all levels of the organisational structure, including volunteers, visitors and students
Child Safe Officer Also referred to as Designated Safeguarding Lead (UK) / Child Protection Officer (NZ) /Designated Person (IRE)	A JAG Person who has been nominated by the CEO or a relevant executive leadership member to provide advice and guidance about Child Protection, and Safeguarding Children and Young People. Through undertaking this voluntary role, the Child Safe Officer commits to being available for JAG People, Families, Children and Young People.
Parents/Guardians	Any adult who has the legal responsibility for the care of the child either via birth or a legislative agreement
Code of Conduct	An agreement with a set of rule of behaviours and proper conduct for all JAG people, explicitly communicating responsibilities and obligations of behaviour.
Child Harm	Any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing
Child Abuse	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. ¹ Definitions below of each form of abuse
Child Abuse: <i>Physical Abuse</i>	<p>The intentional use of physical force against a child that results in – or has a high likelihood of resulting in – harm for the child's health, survival, development or dignity.</p> <p>This includes hitting, beating, kicking, shaking, biting, strangling, scalding, burning, poisoning and suffocating.</p> <p>In all Australian jurisdictions, civil child protection legislation exists to protect children and young people from physical abuse</p>
Child Abuse: <i>Emotional Abuse</i>	<p>Emotional abuse is also sometimes called 'emotional maltreatment', 'psychological maltreatment' and 'psychological abuse'.</p> <p>Emotional abuse refers to a parent or caregiver's inappropriate verbal or symbolic acts towards a child and/or a pattern of failure over time to provide a child with adequate non-physical nurturing and emotional availability. Such acts of commission or omission are likely to damage a child's self-esteem or social competence. This includes rejecting, isolating, terrorising, ignoring, corrupting.</p> <p>In all Australian jurisdictions, emotional abuse is grounds for 'when a child is in need of protection'</p>
Child Abuse: <i>Sexual Abuse</i>	The involvement of a child in sexual activity that he or she does not fully comprehend, is unable to give informed consent to, or for which the child is

Term	Meaning
	<p>not developmentally prepared, or else that violates the laws or social taboos of society. This includes online sexual abuse.</p> <p>Children can be sexually abused by both adults and other children who are – by virtue of their age or stage of development – in a position of responsibility, trust or power over the victim.</p> <p>In all Australian jurisdictions, sexual abuse is grounds for ‘when a child is in need of protection’</p>
Child Neglect	<p>Neglect includes both isolated incidents, as well as a pattern of failure over time on the part of a parent or other family member to provide for the development and wellbeing of the child – where the parent is in a position to do so – in one or more of the following areas: health, education, emotional development, nutrition, shelter and safe living conditions.</p> <p>In all Australian jurisdictions, neglect is grounds for ‘when a child is in need of protection’</p>
Child Exploitation	<p>Child sexual exploitation includes:</p> <ul style="list-style-type: none"> the production and distribution of child exploitation material exploiting children for prostitution (sometimes called child prostitution), which may involve promising money, food, clothing, accommodation or drugs to a child, or more often to a third person, in exchange for sexually abusing the child the abduction and trafficking of children for sexual abuse purposes, which can occur within or across countries sexual exploitation of children in the context of tourism (sometimes called child sex tourism) where individuals (generally Western men) travel from higher to lower income countries for the purpose of sexually exploiting children (Cameron et al., 2015; Interagency Working Group in Luxembourg, 2016; Johnson, 2014). <p>In Australia, the individual states and territories have their own unique sets of laws that criminalise all forms of commercial sexual exploitation of children.</p>
Exposure to Family violence	<p>Forcing a child live in an environment where a primary caregiver experiences sustained violence is in and of itself emotional and psychological abuse. Children who are forced to live with violence are at increased risk of experiencing physical and sexual abuse. These children tend to experience significant disruptions in their psychosocial wellbeing, often exhibiting a similar pattern of symptoms to other abused or neglected children.²</p> <p>In all Australian jurisdictions, exposure to family violence is grounds for ‘when a child is in need of protection’</p>
Child Abuse: Other	<p>The five main subtypes of child abuse and neglect, researchers have identified include:</p>

Term	Meaning
	<ul style="list-style-type: none"> foetal abuse (e.g. unborn babies who are harmed or placed at risk of harm as a result of maternal drug or alcohol use) exposure to community violence institutional abuse (i.e. abuse that occurs in institutions such as foster homes, group homes, and religious and sporting groups) state-sanctioned abuse (e.g. female genital mutilation in parts of Africa, the Stolen Generations in Australia)
Mandatory reporting	<p>Mandatory reporting is a requirement to report evidenced or suspected abuse and neglect.</p> <p>Mandatory reporting laws aim to identify cases of child abuse and neglect, and to assist the individual children in these cases</p> <p>The laws require selected groups of people to report suspected cases of child abuse and neglect to government authorities. In Australia, the first laws were introduced in South Australia in 1969, and these laws have since been introduced in all Australian jurisdictions. However, the laws are not the same across all jurisdictions. Differences exist in who has to report, what types of abuse and neglect have to be reported, the 'state of mind' that activates the reporting duty (i.e. having a concern, suspicion or belief on reasonable grounds) and who the report is made to.</p> <p>Mandatory reporting legislation generally contains lists of particular occupations that are mandated to report cases of suspected child abuse and neglect. The groups of people mandated to report range from persons in a limited number of occupations (QLD) to a more extensive list (VIC and WA), to a very extensive list (ACT, NSW, SA and TAS.), through to every adult (NT). The occupations most commonly named as mandated reporters are those who deal frequently with children in the course of their work: teachers, early childhood education and care practitioners, doctors, nurses and police (For UK, please see UK Policy for referral flow).</p>
Reportable Conduct	<p>Independent regulatory systems set up by state-governments to oversee and monitor allegations of child related misconduct where a staff member is involved.</p> <p>Reportable conduct covers allegations or convictions of child abuse or misconduct toward children. Organisations must report allegations of reportable conduct by an employee or volunteer, including:</p> <ul style="list-style-type: none"> ill-treatment of a child (such as emotional abuse or use of force) neglect psychological harm misconduct of a sexual nature sexual or physical offences and convictions where a child is a victim or is present inappropriate discipline or not protecting children from harm. <p>Organisations required to report are different in each State/Territory</p>
Safeguarding	<p>Safeguarding is the action that is taken to promote the welfare of children and protect them from harm. Safeguarding means: protecting children from</p>

Term	Meaning
	any form of abuse and maltreatment. preventing harm to children's health or development.
Service	The site where care is provided.
Service Leader	Anyone who oversees the Service in one of the following roles: 1. The Approved Provider; if the approved provider is an individual, in other cases, a person with management or control of the Service 2. The Nominated Supervisor of the Service 3. A Responsible Person who has been placed in day-to-day charge of the Service in the absence of the Nominated Supervisor. 4. Persons of management of club/service. Person who is in a supervisory role responsible for the care of children.

6. References

5a. JAG Australia specific references

Education and Care Services National Law and Regulations	
	Section 165 – Offence to inadequately supervise children
	Section 166 – Offence to use inappropriate discipline
	Section 167 – Offence relating to protection of children from harm and hazard
	Regulation 82 – Tobacco, drug and alcohol-free environment
	Regulation 84 – Awareness of child protection law
	Regulation 103 – Premises, furniture, and equipment to be safe, clean and in good repair
	Regulation 168 – Education and care services must have policies and procedures
	Regulation 170 – Policies and procedures to be followed
Other Relevant Legislation	
ACT	Children and Young People Act 2008 – <i>includes mandatory reporting provisions</i>
	Working with Vulnerable People Act 2011
	Human Rights Commission Act 2005
	Crimes (Child Sex Offenders) Act 2005
	Family Violence Act 2016
	Ombudsman Act 1989 – <i>includes reportable conduct provisions</i>
NSW	Children and Young Persons (Care and Protection) Act 1998– <i>includes mandatory reporting provisions</i>
	Children’s Guardian Act 2019 – <i>includes reportable conduct provisions</i>
	Anti-Discrimination Act 1977
	Children (Criminal proceedings) Act 1987
	Child Protection Act 2000
QLD	Child Protection Act 1999 – <i>includes mandatory reporting provisions</i>
	Human Rights Act 2019
	Domestic and Family Violence Protection Act 2012
	Family and Child Commission Act 2014
	Child Employment Act 2006
	Public Guardian Act 2014
VIC	Children, Youth and Families Act 2005– <i>includes mandatory reporting provisions</i>
	Charter of Human Rights and Responsibilities Act 2006
	Crimes Act 2013
	Sex Offenders Registration Act 2004

	Workers Screening Act 2020
	Family Violence Protection Act 2008
	Commissioner for children and Young People Act 2012
	Child Employment Act 2003
	Child Wellbeing and Safety Act 2005 – <i>includes reportable conduct provisions</i>
WA	Children and Community Services Act 2004 – <i>includes mandatory reporting provisions</i>
	Equal Opportunity Act 1984
	Community Protection (Offender reporting) Act 2004
	Working with Children (Criminal Record Checking) Act 2004
	Commissioner for Children and Young People Act 2006
	Parliamentary Commissioner Amendment (Reportable Conduct) Act 2022 – <i>includes reportable conduct provisions</i>
Related Policies	
Professional Code of Conduct	
<i>Suite of National Policies</i>	
Related Procedures	
Responding to Safeguarding Concerns	
Crisis and Critical Incidents Management	
<i>Suite of National Procedures</i>	
Other	
Safeguarding Children and Young People Declaration	
Safeguarding Children and Young People Risk Assessment	

5b. JAG Ireland specific references

Relevant Legislation	
Children First Act 2015	
Children First: National Guidance for the Protection and Welfare of Children 2017	
Data Protection Act 1988 -2018	
Related Policies	
Professional Code of Conduct	
<i>Suite of National Policies</i>	
Related Procedures	
Responding to Safeguarding Concerns	
Crisis and Critical Incidents	
<i>Suite of National Procedures</i>	
Other	
Safeguarding Children and Young People Declaration	
Safeguarding Children and Young People Risk Assessment	

5c. JAG UK specific references

Relevant Legislation	
Early Years Statutory Framework 2024	
Keeping Children Safe in Education 2023	
SEND Code of Conduct 2014	

Health & Safety at Work Act 1974
Childrens Act 1989. 2004
Public Interest Disclosure Act 1998
Related Policies
Professional Code of Conduct
<i>Suite of National Policies</i>
Related Procedures
Responding to Safeguarding Concerns
Crisis and Critical Incidents
Suite of National Procedures
Other
Safeguarding Children and Young People Declaration
Safeguarding Children and Young People Risk Assessment

5d. JAG New Zealand specific references

Relevant Legislation
Orangi Tamariki Act 1989
Children's Act 2014
The Family Proceeding Act 1980
Health & Safety at Work Act 2015
Privacy Act 2020
Related Policies
Professional Code of Conduct
<i>Suite of National Policies</i>
Related Procedures
Responding to Safeguarding Concerns
Crisis and Critical Incidents
Suite of National Procedures
Other
Safeguarding Children and Young People Declaration
Safeguarding Children and Young People Risk Assessment

Version	2.0
Change History	Change Register
Date Approved	11/09/2024
Date Implemented	2024
Document Owner	Group CEO
Document Approvers	Group CEO/CEOs
Next Review	April 2025