



1. Scope

This policy applies to any adult person (18 years of age or older) engaged by Ballarat Lyric Theatre Inc. that may work or interact with children at any time including:

- Any adult (over the age of 18) engaged by an organisation that may work with children at any time such as:
 - employees (permanent and casual):
 - leadership and management roles
 - administration
 - production personnel (actors, stage management, chaperones, technical crew, etc.)
 - volunteers
 - contractors and sub-contractors
 - work experience students/interns/secondments
 - any other individual in the organisation that may deal with children

(Note: In this Complaints Procedure, the term “employee” is used to cover all persons occupying any position listed above.)

- Children (under the age of 18 years unless otherwise specified)
- Parents

(Note: In this Policy, the term “employee” is used to cover all persons occupying any position listed above.)

A child includes children and young people up to the age of 18 (unless otherwise specified).

2. Commitment to Child Safety

All children working with or engaged by Ballarat Lyric Theatre Inc. have a right to feel and be safe, respected, valued, and protected from harm. Children should be made aware of and feel confident in their rights and responsibilities.

Ballarat Lyric Theatre Inc. is strongly committed to the safety and wellbeing of all children that interact with our organisation as cast, audience members, or otherwise by creating and maintaining a child safe environment. The welfare of children entrusted under our care is our first priority.

Ballarat Lyric Theatre Inc. believes that all children have the right to be safe and feel safe.

Ballarat Lyric Theatre Inc. recognises that the safety and wellbeing of children is everyone’s responsibility.

Ballarat Lyric Theatre Inc. has zero tolerance towards child abuse and neglect.

Ballarat Lyric Theatre Inc. supports the participation and empowerment of children.

Ballarat Lyric Theatre Inc. commits to providing a safe environment for all children.

Ballarat Lyric Theatre Inc. commits to implementing the Victorian Child Safe Standards (as aligned with the National Principles) and providing the appropriate resources to do so.

3. Legislative, Regulatory and Policy Context

Ballarat Lyric Theatre Inc. aims to uphold and support the following requirements, guidelines and principles in its endeavour to provide a child safe environment for all children.

The 2012-13 Betrayal of Trust Inquiry and the 2013-2017 Royal Commission into Institutional Responses to Child Abuse supported the implementation of Victoria's mandatory Child Safe Standards (the Standards) in 2016. Since 1 January 2017, all organisations and businesses in Victoria that provide services or facilities for children have been required by law to implement Child Safe Standards. In 2019, Victoria agreed to adopt the National Principles for Child Safe Organisations. In 2021, Victoria implemented new Child Safe Standards aligned with National Principles with some changes for the Victorian context. These revised Standards were fully implemented in July, 2022. Standard 1 is unique to Victoria. Standards 2 to 11 align with the National Principles for Child Safe Organisations.

The 11 Standards provide a framework for ensuring organisations can detect and respond to child safety concerns and more effectively prevent risk from occurring.

Victoria's Child Safe Standards

Child Safe Standard 1 – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.

Child Safe Standard 2 – Child safety and wellbeing is embedded in organisational leadership, governance and culture.

Child Safe Standard 3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.

Child Safe Standard 4 – Families and communities are informed and involved in promoting child safety and wellbeing.

Child Safe Standard 5 – Equity is upheld and diverse needs are respected in policy and practice.

Child Safe Standard 6 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

Child Safe Standard 7 – Process for complaints and concerns are child-focused.

Child Safe Standard 8 – Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

Child Safe Standard 9 – Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

Child Safe Standard 10 – Implementation of the Child Safe Standards is regularly reviewed and improved.

Child Safe Standard 11 – Policies and procedures document how the organisation is safe for children and young people.



Duty of Care

Organisations that work or interact with children and young people have an obligation to ensure processes are in place to avoid acts or omissions that place children in circumstances that may lead to harm.

Ballarat Lyric Theatre Inc. will:

- Ensure that all reasonable steps are taken so that children are safe from child abuse and that they feel safe at all times.
- Enable all employees of Ballarat Lyric Theatre Inc. to understand their role and responsibility in protecting the safety and wellbeing of children. That is, to ensure that employees who have the power or responsibility to reduce or remove a substantial risk, take steps to reduce or remove any substantial risk that a child will become the victim of child abuse.
- Ensure all employees of Ballarat Lyric Theatre Inc. aged 18 and over understand their reporting obligations. That is, to ensure all employees of Ballarat Lyric Theatre Inc. aged 18 and over (who are not Mandatory Reporters) who form a reasonable belief that a child abuse offence has been committed by an adult against a child report that information to police.
- Ensure that all employees of Ballarat Lyric Theatre Inc. aged 18 and over that directly engage with children have a current Working With Children Check (WWCC).

Failure to Protect

An offence applies where there is a substantial risk that a child under the age of 16 under the care, supervision or authority of a relevant organisation will become a victim of a sexual offence committed by an adult associated with that organisation.

A person in a position of authority in the organisation will commit an offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.

Failure to Disclose

The 'failure to disclose' offence applies to adults that have information that leads them to form a 'reasonable belief' that another adult has sexually offended against a child under 16 years of age.

Such adults must report the information to police and/or child protection authority as soon as possible, unless they have a 'reasonable excuse' for not reporting the information or are exempt from the offence (you may be exempt if a victim aged 16 or over has provided the information and requests confidentiality, or you were a child when you received the information). A reasonable excuse may include a fear of safety or the reasonable belief that the information has already been disclosed to appropriate authorities (e.g. police or child protection). It does not include concerns such as damage to reputation or financial status.

4. Definitions of Child Abuse

Child abuse describes an act or omission which results 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. This can be a single event or a series of traumatic events. Most instances of child abuse fall under the definition of cumulative harm (repeated acts of harm) and multidimensional harm (multiple types of child abuse). Child abuse can be perpetrated by

parents/carers, other adults, or other children and young people. Where sexual abuse is perpetrated by children or young people it is usually referred to as 'sexually harmful behaviour'.

Child abuse, including child harm and neglect, are commonly divided into the following sub-categories:

- physical abuse
- emotional abuse
- neglect
- sexual abuse
- grooming
- exposure to family violence.

A child can be a direct victim of any of these behaviours. Family violence also includes behaviour that causes a child to hear or witness, or otherwise be exposed to the effects of, any of these behaviours.

5. Definitions of harm

Multidimensional harm

Multidimensional harm occurs when more than one harm type is experienced at the same time – e.g. sexual abuse also involving physical harm and emotional harm at the same time.

Cumulative harm

Cumulative harm refers to the effects of multiple adverse or harmful circumstances and events in a child's life. Cumulative harm may be caused by an accumulation of a single recurring adverse circumstance (such as unrelenting low-level care), or by multiple circumstances or events (such as persistent verbal harm and belittling, inconsistent or harsh disciplines and/or exposure to family violence).

6. Roles and responsibilities

The responsibilities of each role in relation to the development and compliance of the Ballarat Lyric Theatre Inc. Child Safe Policy are detailed below.

Leadership

The Executive/Leadership will:

- Ensure awareness and commitment
- Advocate and promote children's rights, empowering and engaging children in support of this policy and its expectations.
- Promote child safe practices, including openness, accountability and continued improvement in identifying, reporting and responding to child abuse, child harm and neglect.
- Ensure that all employees, volunteers and contractors are aware of their child safe obligations (both legislative and non-legislative).

- Ensure that all staff are aware of and complete the appropriate recruitment, screening and employment practices in relation to safeguarding children and young people. This includes providing resources, training and advice in the application of this policy and ongoing development of child safe initiatives.
- Authorise, review and promote commitment to this policy, the Child Safe Code of Conduct, the Child Safe Reporting procedure and other relevant policies and procedures related to safeguarding children both internally and publicly.
- Strategically shape policies and procedures
 - Ensure that policies are shaped by legislation, regulations and organisation learnings, which in turn will promote a change to the policy and all relevant policy or procedural guidelines.
 - Ensure governance and operational level procedures are appropriate, relevant, understood and regularly reviewed in line with organisation processes.
 - Ensure child friendly complaints mechanisms are in place.
- Offer support
 - Support children, families, employees, volunteers and contractors who have identified, responded to, or reported child harm or neglect. Appropriate support could include counselling and formal debriefing.
 - Receive, collate, review and respond to organisational incidents and outcomes (e.g. summary reports/aggregate recording of reports on an annual basis).
- Ensure continuous improvement
 - Evaluate and analyse complaints, concerns and safety incidents relating to this policy.
 - Monitor, manage, review and continually improve this policy, supporting resources and Ballarat Lyric Theatre Inc. child safe reporting practices in consultation with relevant stakeholders.
 - Monitor compliance with the policy via an inbuilt mechanism for ongoing monitoring and review.
 - Respond to reports and administer external reporting requirements.
 - Ensure adequate resources are allocated to allow for the development, effective implementation, communication and continuous improvement of this policy.
 - Develop opportunities for regular discussion and review at all levels to support a culture of continuous improvement and accountability of keeping children and young people safe from abuse and neglect.

Employees, volunteers and contractors

Employees, volunteers, and contractors will:

- Understand the signs of child abuse, child harm and neglect and how to respond.
- Advocate and promote child rights, empowering and engaging children in support of this policy.
- Undertake any induction and training anticipated in or in relation to this policy, and procedures relevant to safeguarding children.
- Maintain a comprehensive understanding of and comply with the commitments and expectations of this policy, the Child Safe Code of Conduct, the Child Safe Reporting procedure and other relevant policies and procedures related to safeguarding children.
- Seek guidance from a supervisor or manager if there is ever any lack of understanding in relation to the commitments and expectations as set out in this policy.
- Assist in creating and maintaining a child safe culture and a culture of inclusion and safety.

- Support a culture of openness, continued improvement and accountability to children and young people by engaging in regular review and discussion of Ballarat Lyric Theatre Inc.'s policies and practices and providing feedback to support improvement.
- Take action to protect children from all forms of abuse and neglect, including by reporting any abuse committed by personnel within Ballarat Lyric Theatre Inc. or by others. Where a child is in immediate danger, call 000.
- Support peers and children who have identified, responded to or reported child abuse, child harm, risk of harm, and/or neglect.

7. Supporting Children's Participation and Satisfaction

Ballarat Lyric Theatre Inc. supports, enables and promotes the active participation of children by:

- encouraging expression of and respecting the views of children and parents/carers
- encouraging and empowering children and parents/carers to raise any concerns or complaints
- listening to and acting upon any concerns raised by children and parents/carers
- seeking the input of children when making decisions about matters that concern them
- ensuring children understand their rights and the appropriate behaviour expected of both adults and children
- teaching children what they can do and who they can turn to if they feel unsafe
- ensuring employees dealing with children are skilful in facilitating their participation
- valuing diversity and not tolerating any discriminatory practices.

Ballarat Lyric Theatre Inc. aims to create an environment where children gain satisfaction and fulfilment from their interaction with our organisation as cast, volunteers, or other activity by:

- supporting children to feel respected and in control of their behaviour/work
- ensuring children enjoy the overall experience of being engaged with a production or other organisational activity
- encouraging children to assist each other in fulfilling their obligations and developing a positive sense of pride in their work (e.g. discussing character development and stagecraft in groups and leading warmup activities)
- offering opportunities for children to derive personal satisfaction and a sense of achievement throughout their experience and the relationships they make
- encouraging children to develop self-discipline in balancing their commitment to their performance, their education and their social and family activities.

8. Valuing Diversity

Ballarat Lyric Theatre Inc. values diversity and we do not tolerate any discriminatory practices.

Our organisation is committed to protecting children engaged with our organisation from physical, sexual, emotional and psychological abuse, as well as neglect and contempt, ridicule, hatred, or negativity towards a child because of their race, culture, religion, gender (including transgender status), sexual orientation or disability.



In our activities with children, we will promote the:

- cultural safety of Aboriginal and Torres Strait Islander children
- cultural safety of children from culturally and/or linguistically diverse backgrounds
- safety of children with a disability
- safety of children and young people who identify as LGBTQIA+
- safety of children who live in out-of-home care.

9. Recruitment Practices

Ballarat Lyric Theatre Inc. will take all reasonable steps to ensure we engage the most suitable and appropriate people to work with children.

This involves maintaining a rigorous and consistent recruitment, screening and selection process.

It is Ballarat Lyric Theatre Inc.'s policy to:

- Request that all department heads provide crew lists to the Company for review prior to crew members attending rehearsals
- develop clear duty statements and job descriptions for roles that involve working with children that state clearly our commitment to providing safe environments for children
- attain and keep a record of Working With Children or criminal history/police checks for anyone with direct and unsupervised contact with children, such as employees designated to supervise or chaperone children
- ensure supervisors and chaperones recruited are suitably experienced and qualified to care for the safety and wellbeing of children, in accordance with their age and needs
- require compulsory Working With Children Checks for all employees, contractors, and volunteers who are directly involved in a production.

In the event that an employee commences employment with Ballarat Lyric Theatre Inc. and fails to provide proof of their Working With Children Check Card, Ballarat Lyric Theatre Inc. reserves the right to terminate employment without notice.

In the event Ballarat Lyric Theatre Inc. becomes aware of an employee being charged with, convicted of, or found guilty of any relevant offences since having provided their last Working With Children Check, Ballarat Lyric Theatre Inc. reserves the right to terminate employment without notice.

The application and cost of Working with Children Checks and Renewals is the employee's/volunteer's responsibility.

Ballarat Lyric Theatre Inc. will ensure that this policy is adhered to and, on a regular basis, will review its administrative compliance systems in relation to Working With Children Checks.

The Production Manager will ensure that all persons identified in this policy requiring a Working With Children Check provide proof of one.

10. Support for Employees

Ballarat Lyric Theatre Inc. seeks to support employees by:

- inducting new employees to our Child Safe Policy, Child Safe Code of Conduct, Child Safe Reporting Procedure, and other relevant policies and procedures
- encouraging relevant employees to attend periodical information sessions, as they become available, to remain up-to-date with knowledge of child abuse reporting procedures, the nature and signs of child abuse, cultural competency, regulation updates and other matters that affect children
- appointing a Child Safety Officer to be the first point of contact to provide advice and support to employees on the safety and wellbeing of children engaged with the organisation
- ensuring employees feel encouraged and empowered to report any complaints, concerns or perceived risks to child safety to the Child Safety Officer or other relevant management position
- ensuring designated supervisors and chaperones of children that are new to the role work with experienced supervisors sufficiently before working on productions or programs requiring single supervisors.

11. Child Safe Code of Conduct

Ballarat Lyric Theatre Inc. has developed a Child Safe Code of Conduct to provide guidance to our employees on expected behaviours when in direct contact with or working around children.

All employees must abide by the Child Safe Code of Conduct.

We ask employees who work in direct contact with or work around children to sign a written statement confirming they have read, understood and will comply with the Child Safe Code of Conduct. We retain a copy of all signed statements.

12. Communication

Ballarat Lyric Theatre Inc. is committed to encouraging employees, children and parents/carers to raise any concerns or provide their views on the wellbeing of children involved with our organisation.

Ballarat Lyric Theatre Inc. keeps employees, parents/carers and children informed of our organisation's child safe policies and procedures by:

- ensuring that employees have understood, and are aware of their obligation under the Child Safe Policy, Child Safe Code of Conduct, Child Safe Reporting Procedure and any other relevant policies and procedures
- making relevant documents easily accessible by displaying child safe materials in areas of common traffic, uploading relevant documents to our website, distributing documents to all relevant individuals, and having copies available upon request
- providing children and parents/carers with relevant and accessible child safe materials.

Parents/carers of children involved with Ballarat Lyric Theatre Inc. as performers are provided with at least one contact from Ballarat Lyric Theatre Inc. that is available to speak with them or to facilitate speaking with their children at any time during the production period.



We provide parents/carers and children with information on:

- the child's expected role, activities, responsibilities and actions during the production period
- the child's progress throughout the production and timely notice of schedules
- the rights of parents and children regarding supervision during the production
- our Child Safe Policy, Child Safe Code of Conduct, Child Safe Reporting Procedure and any other relevant policies and procedures. Children are encouraged to communicate and ask questions regarding their involvement with Ballarat Lyric Theatre Inc..

13. Child Safe Reporting Procedure

We believe employees, parents/carers and children should feel enabled, empowered and supported to safely raise any concerns or complaints about any perceived risks to a child's safety or signs of abuse.

Ballarat Lyric Theatre Inc. has developed a procedure to respond to any complaint of abuse or conduct not in keeping with this Policy and Child Safe Code of Conduct, including means to take disciplinary action or rectify issues when necessary.

14. Risk Management

Ballarat Lyric Theatre Inc. takes a preventative and proactive approach to minimising the risk of harm to children. As part of our organisation's risk management process, we periodically conduct reviews to identify potential risks to the safety and wellbeing of children.

15. Breaches of Ballarat Lyric Theatre Inc. Child Safe Policy

Ballarat Lyric Theatre Inc. requires all committee members, volunteers, contractors and work experience students to adhere to the Child Safe Policy. Where a breach of policy is identified, Ballarat Lyric Theatre Inc. will respond. Those who breach this policy will face disciplinary action, up to and including termination of engagement with Ballarat Lyric Theatre Inc. Serious breaches of this policy and/or its related procedure will be reported to the appropriate authorities.

16. Implementation and Review Process

A committee member has been appointed as Child Safety Officer/s, responsible for being the first point of contact to provide advice and support to children, parents/carers and employees regarding the safety and wellbeing of children engaged with Ballarat Lyric Theatre Inc. This includes being the first point of contact for dealing with any complaint of abuse or conduct not in keeping with this Policy and the Child Safe Code of Conduct.

Our Child Safe Policy will be reviewed annually, and we will undertake to incorporate feedback from children, parents/carers, employees and any other relevant bodies.

This Policy was approved September 2024 and last reviewed September 2024.

Reference Material

Guide to Child Safety in the Live Performance Industry (Revised October 2023)

Commission for Children and Young People

- Child Safe Standards narrated presentation

Appendix A: Summary of Child Safety Legislation in Victoria

1. Human Rights		
	Legislation	Summary
Commonwealth	Australian Human Right Commission Act 1986 (Cth)	This Act articulates the Australian Human Rights Commission's role and responsibilities. It gives effect to Australia's obligations including the Convention on the Rights of the Child, as well as others
2. Child Safety Commissioners and Guardians		
	Legislation	Summary
Commonwealth	Australian Human Rights Commission Amendment (National Children's Commissioner) Act 2012 (Cth)	The National Children's Commissioner is an independent statutory office within the Australian Human Rights Commission. The Office of the e-Safety Commissioner is an independent statutory office within the Australian Communications and Media Authority.
Victoria	Commission for Children and Young People Act 2012 (VIC)	The Principal Commissioner for Children and Young People works within the Children's Commission and reports to the Minister for Families and Children. The Commissioner for Aboriginal Children and Young People works within the Children's Commission and reports to the Victorian Parliament. More information.
3. Duty of Care and Organisational Liability		
Victoria	Children, Youth & Families Act 2005 (VIC) Wrongs Amendment (Organisational Child Abuse) Act 2017 (VIC)	A statutory duty of care has been created under the Wrongs Amendment (Organisational Child Abuse) Act 2017 (see Part XIII of Wrongs Act 1958) to ensure there is a clear legal duty placed on organisations to take reasonable steps to minimise the risk of child abuse, perpetrated by organisational representatives. This means a child abuse survivor (plaintiff) will have a clear cause of action when commencing legal proceedings against an organisation for the sexual and/or physical abuse of a child. It is then up to the organisation to prove that it took reasonable precautions to prevent the abuse. More information.

4. Child Safe Standards		
Victoria	<u>Child Wellbeing and Safety Act 2005 (VIC)</u>	<p>The Child Safe Standards are implemented by the <u>Commission for Children and Young People (CCYP)</u>. They are an independent statutory body that promotes improvement in policies and practices affecting the safety and wellbeing of Victorian children and young people, with a particular focus on vulnerable children and young people.</p>
5. Failure to Report/Failure to Disclose		
Commonwealth	<u>Combatting Child Sexual Exploitation Legislation Amendment Act 2019 (Cth)</u> 273B.4 Failing to protect child at risk of child sexual abuse offence 273B.5 Failing to report child sexual abuse offence	<p>Failing to protect child at risk of child sexual abuse offence applies to Commonwealth officers who know there is a substantial risk to a child (U18) by another person who has care or supervision responsibilities that would constitute a child sexual abuse offence and the Commonwealth officer fails to reduce or remove that risk.</p> <p>Failing to report child sexual abuse offence applies to Commonwealth officers who have a reasonable suspicion or know of information to believe that a child (U18) has been engaged in conduct by another person who has care or supervision responsibilities that would constitute child sexual abuse and fails to disclose the information to authorities.</p>
Victoria	<u>Crimes Amendment (Protection of Children) Act 2014 (VIC)</u>	<p>In 2014, the law in Victoria was changed to create the failure to disclose offence. The failure to disclose offence applies to you if you are an adult, and you have information that leads you to form a 'reasonable belief' that another adult has sexually offended against a child under 16 in Victoria. If this applies to you, you must report the information to police as soon as possible, unless you have a 'reasonable excuse' for not reporting the information, or you are exempt from the offence. If you fail to report the information, you may be charged with a criminal offence. The maximum penalty is three years imprisonment. The failure to disclose offence helps to ensure that protecting children from sexual abuse is the responsibility of the whole community. More information.</p>

6. Failure to Protect	
Victoria	<p><u>Crimes Amendment (Protection of Children) Act 2014 (VIC)</u></p> <p>The offence applies where there is a substantial risk that a child under the age of 16 under the care, supervision or authority of a relevant organisation will become a victim of a sexual offence committed by an adult associated with that organisation. A person in a position of authority in the organisation will commit the offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so. This offence encourages organisations to actively manage the risks of sexual offences being committed against children in their care to protect them from harm. More information.</p>
7. Voluntary Reporting and Mandatory Reporting	
Victoria	<p><u>Children, Youth and Families Act 2005 (VIC)</u></p> <p>Belief on reasonable grounds that a child is in need of protection on a ground referred to in section 162(1)(c) or 162(1)(d), formed in the course of practising his or her profession or carrying out the duties of his or her office, position or employment as soon as practicable after forming the belief and after each occasion on which he or she becomes aware of any further reasonable grounds for the belief.</p>
8. Reportable Conduct	
Victoria	<p><u>Children Legislation Amendment (Reportable Conduct) Act 2017 (VIC)</u></p> <p>The Victorian Reportable Conduct Scheme seeks to improve organisations' responses to allegations of child abuse and neglect by their workers and volunteers. The Reportable Conduct Scheme has been designed to ensure that the Commission will be aware of every allegation of certain types of misconduct involving children in relevant organisations that exercise care, supervision and authority over children. The Commission will also be able to share information where appropriate, including with the Working With Children Check Unit, relevant regulators and Victoria Police, to better prevent and protect children from abuse. Importantly, a finding that a person has engaged in reportable conduct can trigger an assessment of whether that person is suitable to continue to work or volunteer with children. In turn, this may lead the Working With Children Check Unit to revoke a person's Working With Children Check card. More information.</p>

9. Grooming		
Commonwealth	<u>Commonwealth Criminal Code Act 1995 (Cth)</u>	<p>Under the Commonwealth Criminal Code, it is an offence for an adult to use a carriage service to procure sexual activity with a person who they believe to be under 16 (Section 464.26). Importantly, this offence does not require any sexual activity to actually occur, nor does it require the person communicated with to actually be under the age of 16.</p> <p>Online grooming is the activity of adults making contact with young people online with the intention of initiating sexual contact with them in real life.</p>
Victoria	<u>Crimes Amendment (Grooming) Act 2014 (VIC)</u>	<p>The Crimes Amendment (Grooming) Act 2014, which commenced in Victoria on 9 April 2014, introduced the offence of Grooming for sexual conduct with a child under the age of 16 years. The offence applies where an adult communicates, by words or conduct, with a child under the age of 16 years or with a person who has care, supervision or authority for the child with the intention of facilitating the child's involvement in sexual conduct, either with the groomer or another adult. More information.</p>
10. Age of Consent		
Victoria	<u>Crimes Act 1958 (VIC)</u>	<p>In VIC, the age of consent for sexual interactions is 16 years. More information.</p>
11. Working With Children Checks		
Victoria	<u>Worker Screening Act 2020 (VIC)</u>	<p>The main purposes of this Act are—</p> <ul style="list-style-type: none"> a) to provide for screening of persons employed or engaged in risk assessed roles for the purposes of the National Disability Insurance Scheme; and b) to assist in protecting children from sexual and physical harm by providing for screening of persons who work with, or care for, children; and c) to repeal the Working with Children Act 2005; and d) to make consequential amendments to other Acts. <p>More information.</p>

12. Information Sharing		
Victoria	Children Legislation Amendment (Information Sharing) Act 2018 (VIC)	The Child Information Sharing Scheme allows authorised organisations to share information to support child wellbeing or safety. The scheme permits information sharing entities to share and collect personal information and health information about children, in order to improve early identification of risk to a child’s safety and wellbeing. The Act provides a clear authority for information sharing entities to share information and request information from other entities, to assist them to support, and improve outcomes for children and families. The scheme is designed to make it clear to information sharing entities when they can and cannot share information, avoiding confusion and minimising incidences where vital information is not shared because of privacy concerns or a misunderstanding of the law. The scheme complements the family violence information sharing scheme introduced in early 2017. More information .
13. Privacy		
Commonwealth	Privacy Act 1988 (Cth)	The Privacy Act 1988 was introduced to promote and protect the privacy of individuals and to regulate how Australian Government agencies and organisations with an annual turnover of more than \$3 million, and some other organisations , handle personal information . The Privacy Act includes 13 Australian Privacy Principles (APPs) , which apply to some private sector organisations, as well as most Australian Government agencies. These are collectively referred to as ‘APP entities’. More information .
Victoria	Privacy and Data Protection Act 2014 (VIC)	In Victoria privacy rights are found under the Privacy and Data Protection Act 2014 (VIC). The PDP Act contains 10 Information Privacy Principles (IPPs) that outline how Victorian public sector organisations must handle personal information. However, the PDP Act does not apply to: health information ; or how Commonwealth government agencies (e.g. Centrelink, the Australian Tax Office etc.) and private organisations (e.g. companies and charities) should handle personal information. These are covered by other privacy laws. More information .

14. Hours of Work for Children		
Victoria	<u>Child Employment Act 2003 (VIC)</u>	In Victoria, hours of work are outlined in the <u>Mandatory Code of Practice for the Employment of Children in Entertainment.</u>