



Force Elite Academy Pty Ltd Action Plan 2023

What to do when an allegation of child abuse is made by a child or parent/carer

This plan is designed to provide guidance on what to do if a child discloses an incident of abuse, or if a parent/carer raises a concern or allegation of abuse which may have taken within Force Elite Academy (FEA)

If a child discloses an incident of abuse to you

- Try and separate them from the other children discreetly and listen to them carefully. (Try to have a responsible adult present)
- Let the child use their own words to explain what has occurred.
- Reassure the child that you take what they are saying seriously, and it is not their fault and that they are doing the right thing.
- Explain to them that this information may need to be shared others, such as with their parent/carer, specific people within FEA, or the police.
- Do not make promises to the child such as promising not to tell anyone about the incident, except that you will do your best to keep them safe.
- Do not leave the child in a distressed state. If they seem at ease in your company, stay with them.
- Provide them with an incident report form to complete, or complete it together, (if you think the child is able to do this). *see attached*
- As soon as possible after the disclosure, record the information using the child's words and report the disclosure to your manager or your organisation's child safety officer/champion,¹ , Dena Piro or Kyron Burgess and/or police or child protection.
- Ensure the disclosure is recorded accurately, and that the record is stored securely. This information is highly confidential & sensitive to all parties involved.

If a parent/carer says their child has been abused during a Force Elite, program or event or raises a concern

- Explain that FEA has processes to ensure all abuse allegations are taken very seriously.
- Ask about the wellbeing of the child.

¹ A child safety officer/champion is a person in your organisation who has knowledge of child safety issues, and could be a point of contact for others who have questions or concerns or want to report an allegation of child abuse. You could consider including child safety officer/champion duties in the person's job description.

- Allow the parent/carer to talk through the incident in their own words.
- Advise the parent/carer that you will take notes during the discussion to capture all details. If possible, have another responsible adult in attendance.
- Explain to them the information may need to be repeated to authorities or others, such as Force Elite Academy Owners, FEA management or Child Safety Officer, the police or child protection.
- Do not make promises at this early stage, except that you will do your best to keep the child safe.
- Provide them with an incident report form to complete, or complete it together.
- Ask them what action they would like to take and advise them of what the immediate next steps will be.
- Ensure the report is recorded accurately, and that the record is stored securely.

You need to be aware that some people from culturally and/or linguistically diverse backgrounds may face barriers in reporting allegations of abuse. For example, people from some cultures may experience anxiety when talking with police, and communicating in English may be a barrier for some. You need to be sensitive to these issues and meet people's needs where possible, such as having an interpreter present (who could be a friend or family member).

If an allegation of abuse involves an Aboriginal child, you will need to ensure a culturally appropriate response. A way to help ensure this could include engaging with parents of Aboriginal children, local Aboriginal communities or an Aboriginal community controlled organisations to review policies and procedures.

Some children with a disability may experience barriers disclosing an incident. For example, children with hearing or cognitive impairments may need support to help them explain the incident, including through sign language interpreters.

If you believe a child is at immediate risk of abuse phone 000.

Legal responsibilities

While the child safe standards focus on organisations, every adult who reasonably believes that a child has been abused, whether in their organisation or not, has an obligation to report that belief to authorities.

The **failure to disclose** criminal offence requires all adults (aged 18 and over) who hold a reasonable belief that a sexual offence has been committed in South Australia by an adult against a child under 18 to disclose that information to police (unless they have a reasonable excuse not to, for example because they fear for their safety or the safety of another).

Mandatory reporters (doctors, nurses, midwives, teachers (including early childhood teachers), coaches, principals and police must report to child protection if they believe on reasonable grounds that a child is in need of protection from physical injury or sexual abuse.

The **failure to protect** criminal 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 failed to do so.

Further information

Department for Child Protection

<https://www.childprotection.sa.gov.au/>

08 8124 4185

Child Abuse Report Line 131 478

Child Protection After Hours 13 12 78