

# Safe Environments for Children, Young People and Vulnerable Persons Policy

## 1. Introduction and Rationale

- 1.1 Council is committed to the safety and wellbeing of children, young people and other vulnerable people who access our services. We support the rights of the child, young person and vulnerable people in the community and will act without hesitation to ensure a safe environment is maintained at all times. We also support the rights and wellbeing of our employees and volunteers and encourage their active participation in building and maintaining a secure environment for all children, young people and other vulnerable people.
- 1.2 In addition to the moral obligation to address any harm to children, amendments to the *Children and Young People (Safety) Act 2017* (SA) (the **Safety Act**) places a legal obligation on councils (and all other organisations providing a service wholly or partly to children) to ensure all children and young people are safe from harm.
- 1.3 The Child Safety (Prohibited Persons) Act 2016 (SA) further requires that 'Working with Children Checks' are undertaken for people employed in prescribed positions.
- 1.4 This Policy aims to ensure the Council, as an organisation, and its facilities, are safe environments for children and young people, and that they are protected from harm or risk of harm. This Policy also aims to ensure that all relevant Council officers, employees, volunteers, contractors and consultants are aware of their duty of care and responsibilities for the protection, safety and wellbeing of children and young people at all times.

## 2. Commitment to the safety of children and young people – Refers to National Principles 1-10

- 2.1 Council commits to ensure:
  - that children and young people are valued, respected and encouraged to participate and that the safety and protection of children and young people is always the first priority;
  - that this policy complies with *Children and Young People (Safety) Act 2017*, *Children Safety (Prohibited Persons) Act 2016* and the National Principles for Child Safe Organisations;
  - diversity e.g. all children and young people are embraced regardless of their abilities, sex, gender, or social economic or cultural background and equity is upheld;
  - that bullying and harassment will not be tolerated; and
  - information will be displayed about services that can assist children and young people (such as the Kids Helpline on 1800 55 1800 and Youth Helpline on 1300 13 17 19) in areas accessed by them.

## 3. Legal Obligations

### 3.1 Children & Young Persons Safe Environment

- 3.1.1 Section 114(1) of the Safety Act requires councils and subsidiaries to have in place policies and procedures for ensuring:
- child safe environments for children and young people are established and maintained within the organisation; and
  - Mandatory Reporting obligations (as set out in Chapter 5, Part 1 of the Safety Act) are complied with.
- 3.1.2 The policies and procedures must comply with the National Principles for Child Safe Organisations.

### 3.2 Mandatory Reporting and Responding to harm or risk of harm – Refer to National Principle 6

- 3.2.1 Section 31(1) of the Safety Act prescribes Mandated Notifiers as any Council employee, contractor, volunteer or person undertaking educational or vocational training that provides health, welfare, education, sporting or recreational, child care or residential services wholly or partly for children and young people, being a person who:
- 3.2.1.1 provides such services directly to children and young people; or
- 3.2.1.2 holds a management position in the organisation the duties of which include direct responsibility for, or direct supervision of, the provision of those services to children and young people.
- 3.2.2 Mandated notifiers also include an officer or employee of a council or subsidiary who holds a management position, the duties of which include direct responsibility for, or direct supervision of, the provision of services to children and young people.
- 3.2.3 Mandated notifiers have a legal obligation to report a reasonable belief that a child or young person is, or may be, at risk of harm to the Child Abuse Report Line (CARL) (telephone 24 hours a day, 7 days a week on 13 14 78) or to SA Police on 000 if a child or young person is at immediate risk or online at <https://my.families.sa.gov.au/IDMProv/landing.html> In cases involving Aboriginal children and young people, support is provided by Yaitya Tirramangkotti – an Aboriginal Team, via the CARL number.

# Safe Environments for Children, Young People and Vulnerable Persons Policy

3.2.4 Council will ensure that employees, volunteers, contractors and consultants providing services to and/or working with children and young people are aware of and are trained, and appropriately supported to report any suspicion of harm or risk of harm on reasonable grounds.

3.2.5 The person who identifies the harm or risk of harm is the person to make the report to CARL/SA Police and this is not reported internally for another staff member to determine if it is a reportable matter.

3.2.6 The Department for Child Protection/SA Police will provide guidance on how to proceed after notification.

3.2.7 If a report is made to CARL/SA Police an internal report to the Safe Environment Contact Officer or Chief Executive Officer is required immediately.

3.2.8 To ensure the ongoing safety and support to a child, or young person and their families, following a report having been made to authorities, the reporting officer will seek guidance from either the Department for Child Protection/SA Police as to options of referral to other appropriate services for the child, young person or their families.

3.2.9 Section 64A of the Criminal Law Consolidation Act 1935 provides that a prescribed person is guilty of an offence if the person knows, suspects or should have suspected that another person (the **abuser**)

(a) has previously engaged in the sexual abuse of a child while an employee of the institution or, if the prescribed person provides out of home care, while also providing out of home care, and

- (i) the child is still under the age of 18 years; or
- (ii) the abuser is still an employee of the institution or another institution or still provides out of home care; or
- (iii) the sexual abuse occurred during the preceding 10 year period; or

(b) is an employee of the institution or, if the prescribed person provides out of home care, is providing out of home care, and is engaging, or is likely to engage, in the sexual abuse of a child,

and the prescribed person refuses or fails to report that to the police.

Maximum penalty: Imprisonment for 3 years.

3.2.10 Section 65 of the Criminal Law Consolidation Act 1935 provides that a failure to protect a child from sexual abuse has a maximum penalty of 15 years Imprisonment.

## 4. Definitions

- 4.1 Child or young person** means a person under the age of 18.
- 4.2 Complainant** – person who makes a complaint.
- 4.3 Harm** includes physical and psychological harm (whether caused by an act or omission), including harm caused by sexual, physical, mental or emotional harm or risk of harm or neglect.
- 4.4 Prescribed position** is a position in which a person works with children and young people, or which it is reasonably foreseeable that the person will work with children and young people, including people who:
- 4.4.1 provide a service or undertake an activity that is child-related work in the course of their employment;
  - 4.4.2 carry on a business in which an employee works with children (whether or not the person works with children); or
  - 4.4.3 are employed to provide preschool, primary or secondary education to a child (whether or not the person is a registered teacher).
- Prescribed positions may be held by employees, volunteers, contractors, persons undertaking educational / vocational training or Council Members.
- 4.5 National Police Check** – a summary of an individual's offender history in Australia and a record of their criminal history relating to convictions, finding of guilt or pending court proceedings.
- 4.6 Working with Children Check** – People working or volunteering with children in South Australia must, by law, have a valid, not prohibited Working with Children Check. A Working with Children Check is an assessment of whether a person poses an unacceptable risk to children. As part of the process, the Screening Unit will look at criminal history, child protection information and other information.

## 5. Application of this Policy

- 5.1** This Policy will apply from the date of endorsement, to all employees, volunteers, Council Members, students on placement, work experience students, contractors and consultants providing services wholly or partly to children, young people or who work with or near children.
- 5.2** A schedule of roles and responsibilities is included as Attachment 1.

- 5.3 This Policy will be communicated to all relevant audiences, as part of their induction process, to acknowledge the commitment, awareness and understanding required when undertaking duties, services, and works on behalf of Council, in maintaining and ensuring a safe environment. This will include Council Members, employees, volunteers, contractors, consultants, parents, carers, children and young people, where relevant.

## 6. Scope of Policy

- 6.1 Council is committed to ensuring the organisation and its facilities are safe environments for children, young people and vulnerable people.
- 6.2 The National Principles have been agreed to by all Australian Governments, which provide further guidance about what is involved in the standards and includes indicators of compliance.
- 6.3 As per the Children and Young People (Safety) Act 2017, a new compliance statement will be lodged with the Department of Human Services each time the policy is reviewed/updated.

## 7. Communication – Refer National Principles 2 and 3

- 7.1 Chapter 8 (Section 114(5) of the *Children and Young People (Safety) Act 2017* requires that an organisation must, on request provide a copy of the organisation's child safe environment policies and procedures.

This policy will be communicated to children, young people, vulnerable persons and their families or caregivers through:

- a. Publication on our website
- b. Posters displayed with relevant information
- c. Program flyers and promotional materials.

## 8. Risk Management Strategy –Refer to National Principle 8

- 8.1 Council will identify and assess potential sources of harm or risk of harm and take steps to decrease the likelihood that harm or risk of harm may occur to children, young people and other vulnerable people who use its services.
- 8.2 Areas of risk assessment will include human resources, activities and programs, record keeping, physical spaces, and organisational culture.
- 8.3 Council, as part of recruitment processes, will verify prospective new employees have a current, not prohibited Working with Children Check (WWCC). Refer Section 9 of Policy below.

- 8.4 Council will ensure, that all existing employees, working with children or young people have renewed their WWCC every 5 years and the status remains as not prohibited.

## 9. Codes of Conduct

- 9.1 All employees, volunteers, contractors, Council Members and consultants will be required to comply with the Working with Children Code of Conduct (the **Code**) (refer Attachment 2) endorsed by the Council, which sets out standards of conduct when providing services to children and young people.
- 9.2 The Code is supported by Council's grievance procedure to address breaches of the same.
- 9.3 For more information about these procedures, contact the Council's Safe Environment Contact Officer:

Jacqui Kelleher  
PO Box 94  
MELROSE SA 5483

## 10. Recruitment, Selection and Enhancing Performance – Refer to National Principle 5

- 10.1 Council will take all reasonable steps to ensure that it engages the most suitable and appropriate people to work with, and provide services to, children and young people.
- 10.2 Applicants (over the age of 14 years) for prescribed positions will be screened for their suitability to provide services. Screening will involve Working with Children Checks issued by the Screening Unit for the DHS, interviews, referee reports, checking qualifications and previous employment history in working with children and young people.

Council will then verify Working with Children Checks online. Including verify new employees have a current, not prohibited WWCC before employing them to work with children and for existing employees, will verify they have renewed their WWCC every 5 years and the status remains as not prohibited. Verification will be done online through the Organisation Portal accessed via the DHS Screening Unit (see Child Safety (Prohibited Persons) Act 2016, Section 17(1)(b) and Regulation 11(1)).

- 10.3 Council will immediately contact the DHS Screening Unit when it becomes aware of information regarding any person involved in the Council, including any serious criminal offence, child protection information, or disciplinary or misconduct information.



- 10.4 Council will ensure that all employees and volunteers who work with children and young people or who have access to their personal records have ongoing support and training to develop, enhance and maintain a child safe environment.
- 10.5 For more information about child safe environment issues, contact the Council's Safe Environment Contact Officer as identified at Clause 9.3.

## **11. Participation and Involvement in Decision Making – Refers to National Principles 2 and 3**

- 11.1 Council will promote the involvement of children and young people in service development planning where relevant, and inform them of their rights and how to access grievance procedures where relevant.
- 11.2 Examples include use of age appropriate feedback forms, and inviting children and young people to be represented on a focus group or youth committee.

## **12. Supervision, Training and Support for Employees and Volunteers - Refer to National Principles 5 and 7**

- 12.1 Council will implement training, on a 3 yearly basis, on Mandatory Notification (including reading and understanding the Mandatory Notification Information Booklet) for Council Members, Volunteers and all those involved in the delivery of services and programs to ensure they are able to fulfil their duty of care and maintain their knowledge on Child Protection processes.
- 12.2 Mandatory notifiers throughout Council to attend a 'Safe Environments: Through Their Eyes' training course.
- 12.3 Provide opportunities for professional development to build knowledge and skills regarding the wellbeing and development of children and young people.
- 12.4 Council will have at least one Safe Environment Contact Officer whose responsibilities will include:
- Promoting child safe and vulnerable person awareness within Council
  - Ensuring that Council undertakes correct screening of all employees, volunteers, contractors, or
  - Consultants in accordance with current legislative provisions.

## **13. Reporting and responding to general complaints or feedback – Refer to National Principle 6**

- 13.1 Council has a Complaints Handling Policy and Procedure that is available to members of the community for reporting of general complaints and feedback about the Council activities and/or services. The Complaints Handling Policy and Procedure clearly outline the process Council undertakes in investigating complaints.
- 13.2 The Policy and Procedure are available on Council Website for easy access, or alternatively a copy may be request from the Council Office, 3 Stuart Street, Melrose or Phone: 86 662014). The charge for a hard copy of the document is as approved by Council within its Fees and Charges Register, which is also available on the Council's Website.



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## 14. Document Administration and Control

Policy title:	Safe Environment for Children Policy
Policy number:	04.56
Policy type:	Council / Statutory
Responsible officer:	Director Community & Corporate
First issued / adopted:	15 November 2016, reference 259-2016
Review period: Refer National Principle 9	Reviewed within 12 months following the conclusion of a periodic election, inline with legislative changes or by resolution of Council.
Last reviewed:	18 May 2021, reference [103-2021], 21 March 2023, [052-2023]
Next review date:	By November 2027
Version:	Version 3
Date revoked:	n/a
Applicable legislation:	Children and Young People (Safety) Act 2017 Children and Young People (Safety) Regulations 2017 Child Safety (Prohibited Persons) Act 2016 Child Safety (Prohibited Persons) Regulations 2019
Related documents: Refer National Principle 9	National Principles for Child Safe Organisations - <a href="https://childdsafe.humanrights.gov.au/sites/default/files/2019-02/National_Principles_for_Child_Safe_Organisations2019.pdf">https://childdsafe.humanrights.gov.au/sites/default/files/2019-02/National_Principles_for_Child_Safe_Organisations2019.pdf</a> District Council of Mount Remarkable Risk Management Framework Council Member Behavioural Standards Policy Council Employee Behavioural Standards (only applicable if standard is endorsed by Council)
Public consultation required / undertaken:	No
Availability	This Policy is available for inspection at the Council office and any person may obtain a copy of this Policy upon payment of the fee fixed by Council in accordance with Council's Fees and Charges adopted each financial year. It is also available on Council's website <a href="http://mtr.sa.gov.au">mtr.sa.gov.au</a> .  Any grievance in relation to this Policy or its application should be forwarded in writing to the Chief Executive Officer of the Council.
File reference:	W:\4. Policy Manuals\Current Policy Manual

## ROLES AND RESPONSIBILITIES

### 1. Council

- 1.1 The Council is responsible for the development of this Policy and in conjunction with the Chief Executive Officer and/or his or her delegates (where appropriate):
  - 1.1.1 promoting protection of children and young people from harm;
  - 1.1.2 responding promptly to advice received from the Chief Executive Officer, or other sources, concerning significant changes to relevant legislation; and
  - 1.1.3 regularly reviewing the effectiveness of this Policy.

### 2. Council Members

- 2.1 Council Members have individual responsibility for adhering to the Code, and for compliance with this Policy.

### 3. Chief Executive Officer

- 3.1 The Chief Executive Officer is accountable to the Council and responsible as follows:
  - 3.1.1 ensuring this Policy is implemented, monitored, reported on and evaluated;
  - 3.1.2 being aware of Mandatory Reporting requirements, procedures, and associated legal responsibilities; and
  - 3.1.3 ensuring significant changes to relevant legislation are brought to the attention of the Council in a timely manner.

### 4. Directors and Managers (Paid and Voluntary)

- 4.1 Directors and Managers (paid and voluntary) are accountable to the Chief Executive Officer as follows:
  - 4.1.1 recruitment and selection in accordance with the Council's human resources policies and procedures and requirements for working with children and young people;
  - 4.1.2 effective implementation of the Policy, procedures and safe workplace practices;
  - 4.1.3 being aware and promoting acceptable behaviour when dealing with children and young people;

- 4.1.4 providing appropriate induction and on-going training as required in relation to the Policy;
  - 4.1.5 establishing and maintaining supportive procedures for fulfilling Mandatory Notification requirements and ensure Mandated Notifiers understand their legal responsibilities;
  - 4.1.6 reporting any reasonable suspicion of harm they may hold with respect to a child to the Child Abuse Report Line (note: it is the Mandated Notifier's responsibility to report their suspicion, not their Directors or Managers);
  - 4.1.7 supporting employees and responding to enquiries regarding suspicions of harm and risk of harm, or related issues, maintaining appropriate records, and ensuring records are securely stored; and
  - 4.1.8 maintaining confidentiality and fully cooperating with the Department for Child Protection (**DCP**), the South Australian Police, and other relevant government agencies in their investigations of suspected harm and risk of harm of a child or other vulnerable person if required.
- 4.2 Report annually to the Chief Executive Officer on implementation, monitoring and review of this Policy and relevant services, programs, and workplace practices.

## 5. Mandated Notifiers

- 5.1 Mandated Notifiers have obligations under the Safety Act to notify the DCP if they suspect, on reasonable grounds, that a child is, or may be at risk of, harm and the suspicion is formed in the course of their work (paid or voluntary), or in carrying out official duties.
- 5.2 Whilst the obligation to report suspicions of harm and risk of harm rests with Mandated Notifiers, they are encouraged to seek advice and support from their Director and Manager, or Safe Environment Contact Officer in relation to suspicions of child harm and risk of harm or neglect.
- 5.3 This practice will ensure employees, Council Members and volunteers are appropriately supported, records are kept confidentially and securely, and any organisation responsibilities in addition to the Mandatory Reporting obligation are pursued where relevant.

## 6. Other Council Employees, Volunteers, Contractors and Consultants (Non-Mandated Notifiers)

- 6.1 All Council employees, volunteers, contractors and consultants providing services on behalf of the Council have a role to play in providing a safe environment for children, young people and other vulnerable people, and for complying with this Policy.

- 6.2 The Council strongly encourages, and will sensitively support any employee, volunteer, contractor or consultant, though not a Mandated Notifier, as defined by the Safety Act, to report any suspicion they have of incidents of harm, or risk of harm, to a child or young person.
- 6.3 In these cases, incidents of, or risk of harm to, a child or young person are to be reported to the relevant Manager who will, in consultation with the Chief Executive Officer, determine the appropriate action to be taken, and where appropriate, report to the relevant Government authorities.

## 7. Third Party Responsibility

- 7.1 Third parties include:
  - 7.1.1 Contractors/Consultants
  - 7.1.2 Licensees
  - 7.1.3 Leasees of Council premises/facilities
  - 7.1.4 Hirers of Council facilities
- 7.2 Council will include a clause in all its contracts of engagement, leases and relevant hire agreements, stipulating the requirement for compliance with this Policy. This applies to all contractors including organisations, sole traders and partnerships.
- 7.3 Council will:
  - 7.3.1 disclose this Policy to prospective tenderers, contractors, leasees;
  - 7.3.2 attach a copy of this Policy to the contract, lease or hire agreement, or provide access to an electronic version of this Policy;
  - 7.3.3 reserve within a clause of the same, a right to update this Policy;
  - 7.3.4 insert a clause within the same to an obligation to comply with this Policy; and
  - 7.3.5 insert a clause regarding an obligation to notify Council of instances of non-compliance with this Policy, if the third party meets the “prescribed position” test.
- 7.4 Council will seek legal advice in relation to any specific third party arrangements where relevant.

## WORKING WITH CHILDREN CODE OF CONDUCT – Refer to National Principles 4 and 6

### 1. Introduction

- 1.1 The Council is committed to ensuring that children and young people are treated with sensitivity, respect, fairness and dignity, within a welcoming and supportive environment that is free from all types of harm or risk of harm and inappropriate behaviour.
- 1.2 This Code has been drafted in accordance with section 114 of the South Australian's *Children and Young People (Safety) Act 2017* and the Council's Safe Environment for Children, Young Persons and Vulnerable People Policy.
- 1.3 This Code applies to all employees, Council Members, volunteers, contractors, consultants children, young people, parents and carers who access Council services.
- 1.4 All employees, volunteers, contractors, consultants and any other persons engaged to provide any service wholly or partly to children and young people on behalf of the Council are required to comply with this Code, as well as children, young people, parents and carers who access Council services.
- 1.5 The standards in this Code are consistent with those established by National Principals for Child Safe Organisations, and International Human Rights principles as enshrined within the United Nations Convention on the Rights of the Child.
- 1.6 Whilst this Code is unable to cover every foreseeable situation, the values, ethics and standards it sets are a reference point to assist in making decisions relating to situations not referred to in this Code.
- 1.7 This Code sets out the minimum standards of behaviour expected by the Council during any interactions with children and young people in accessing its services.
- 1.8 The Council's Safe Environment Contact Officer can be contacted for further information relating to the application of this Code or the Policy:

Jacqui Kelleher  
Safe Environment Contact Officer  
PO Box 94  
MELROSE SA 5483

## 2. Supportive Behaviours

- 2.1 Employees, volunteers, Council Members, contractors, consultants and any other persons engaged, and those who access, Council services must at all times:
  - 2.1.1 treat children and young people with dignity, respect, sensitivity, fairness and equity;
  - 2.1.2 ensure children and young people are protected from any form of harm or discrimination; and
  - 2.1.3 ensure the environment is safe for children and young people, which includes protection from violence, bullying, teasing, threatening and sexist or racist remarks.
- 2.2 Role model positive behaviours, for example:
  - 2.2.1 encourage children and young people to participate in decision making processes;
  - 2.2.2 give constructive feedback to children and young people; and
  - 2.2.3 ensure children and young people are aware of their rights, including their rights to respect, fairness and safety.
- 2.3 Employees, volunteers, Council Members, contractors and consultants must be aware of their Mandatory Notification responsibilities and inform the Child Abuse Report Line (13 14 78) or report on line at  
<https://www.childprotection.sa.gov.au/reporting-child-abuse>  
report to SA Police on 000 if a child is at immediate risk  
if they form a suspicion of harm or risk of harm or neglect
- 2.4 Following any report made to the Child Abuse Report Line or SAPOL a report must then be made immediately to Council's Safe Environment Contact Officer or Chief Executive Officer.

## 3. Safe and Protective Work Practices

- 3.1 Employees, volunteers, Council Members, contractors and consultants must adopt safe and protective work practices.
- 3.2 Employees, volunteers, Council Members, contractors and consultants must be aware of potential situations and actions when working with children or young people that may be misinterpreted or misconstrued, and adopt safe work practices. For example:



- 3.2.1 where possible work in an open and visible environment when with children and young people;
- 3.2.2 dress appropriately;
- 3.2.3 secure parental/guardian consent for excursions, or to obtain medical treatment for children and young people under 18 years if the need arises;
- 3.2.4 adopt a calm and non-judgmental attitude to allow young people to feel safe to raise complaints or concerns; and
- 3.2.5 where necessary, explain grievance procedures and avenues for complaint in simple and clear language that is appropriate to the age of the child or young person.

## 4. Unacceptable Behaviours

- 4.1 Unacceptable behaviours include the following:
  - 4.1.1 any form of discrimination against a child or young person on the basis of ethnicity, culture, religion, gender, sexuality or on any other grounds;
  - 4.1.2 hitting or physically assaulting a child or young person;
  - 4.1.3 using language that is offensive, abusive or otherwise inappropriate;
  - 4.1.4 showing preferential treatment to one child or young person over others;
  - 4.1.5 shouting, yelling or speaking to a child or young person in an angry, intimidating or threatening manner;
  - 4.1.6 engaging in rough physical play with children or young people;
  - 4.1.7 unnecessary physical contact with children or young people. For example, giving a child or young person a hug may be culturally inappropriate or it may be frightening or offensive to the child or young person;
  - 4.1.8 condoning or participating in illegal or unsafe behaviours when working with children or young people;
  - 4.1.9 making inappropriate self-disclosures relating to any participation (past or present) in illegal or unsafe behaviours. For example, past drug use should not be disclosed to or discussed with children or young people;

- 4.1.10 initiating or engaging in 'friendship' relationships with a child or young person. For example, it is not OK to make arrangements to socialise outside the work environment. Remember, children and young people are clients not friends;
  - 4.1.11 taking children or young people to your home or on outings that do not fall within professional duties or that have not been authorised by parents or guardians;
  - 4.1.12 acting in a manner that is sexually inappropriate. This includes verbal, physical and implied behaviours;
  - 4.1.13 initiating or developing a physical/sexual 'relationship' with a child or young person; and
  - 4.1.14 initiating or developing any relationship that could be deemed as exploitative or abusive with a child or young person.
- 4.2 Failure of a Mandatory Notifier to report disclosures of harm or risk of harm, or suspicions of harm, to the relevant Supervisor and/or Families SA Child Abuse Report Line is an offence.

## 5. Breaches of Policy / Disciplinary Action

- 5.1 Employees, volunteers, Council Members, contractors and consultants have a responsibility for promoting and supporting these values and standards of behaviour.
- 5.2 Where employees, volunteers, Council Members, contractors or consultants are found to have acted outside of this Code, they will be subject to disciplinary action commensurate with the seriousness of their actions. This disciplinary action may take the form of a warning, counselling or termination of their employment or contract for services.
- 5.3 Breaches of this Code will be investigated on a case by case basis and in accordance with the Council's Complaints Handling Policy.

## 6. Reporting

- 6.1 All employees, volunteers, Council Members, contractors and consultants, and those accessing Council services, have a role in supporting this Code by raising their concerns with the Safe Environment Contact Officer, or their Director, Manager or Chief Executive Officer.
- 6.2 Any questions of compliance raised by Council Members, employees, or a member of the community regarding the Code will be considered by the Chief Executive Officer.
- 6.3 If you have any concerns or questions regarding this Code, you should discuss these with the Safe Environment Contact Officer, your Director, Manager or the Chief Executive Officer.