

Child Safe Code of Behaviour

Conduct to keep our Children and Young People safe

EFFECTIVE DATE	01/02/2023
POLICY OWNER	Participation, Community and Game Development
POLICY CONTACT	NRL Child Safety and Policies Officer
POLICY REVIEW DATE	15/08/2023

1. PURPOSE

The purpose of this code is to describe the standards of behaviour expected from officers, employees, volunteers and participants of the NRL (**NRL People**) while carrying out duties in the presence of Children and Young People. All NRL People are required to abide by the behavioural standards set out in this Child Safe Code of Behaviour (**Code**), including by complying with appropriate measures to address risks and report any behaviours that are non-compliant.

Failure by NRL People to comply with this Code may result in disciplinary action. Such disciplinary action may, depending on the seriousness of the misconduct, include suspension while matters are investigated and/or dismissal. In addition to any internal disciplinary proceedings, the NRL will report to the police all instances in which a breach of the law has or may have occurred.

There may be exceptional situations where this Code does not apply, for example, in an emergency situation. Nevertheless, it is crucial that, where possible, NRL People seek management authorisation prior to taking action that contravenes this Code or advise management as soon possible after any incident in which this Code has not been followed.

This Code has been developed to assist in identifying and preventing behaviour that may be harmful to the Children and Young People in rugby league.

1.1 NRL BELIEFS

NRL is committed to providing everyone involved in rugby league, including Children and Young People, with a positive, enriching and safe sporting environment that promotes participation and development. We seek to do this by providing a safe, fair and inclusive environment for everyone involved in the NRL and the sport of rugby league. This includes but is not limited to Aboriginal and Torres Strait Islander Children and Young People, Children and Young People with a disability, LGBTI Children and Young People and Children and



Young People from culturally and linguistically diverse (**CALD**) backgrounds.

NRL strives to demonstrate the NRL Beliefs at every level of the organisation and participation in rugby league.

We are Inclusive
We are United
We are Disciplined
We are Positive.

All participants, volunteers, coaches and trainers participating across all levels of the NRL commit to observing the Framework Documents when they agree to terms and conditions at the time of registration. NRL Directors, officers, staff and contractors agree to abide by the policies and codes set out in the Framework as part of their employment or contractual obligations to the NRL.

2. FRAMEWORK DOCUMENTS

This Code should be read in conjunction with and is supported by the Safeguarding Children and Young People Framework (**Framework Documents**) which include:

[Safeguarding Children and Young People Policy \(Policy\)](#);

[Safeguarding Children and Young People Recruitment and Screening Requirements \(Recruitment and Screening Requirements\)](#);

[Safeguarding Children and Young People Induction and Training Requirements \(Induction and Training Requirements\)](#);

[Safeguarding Children and Young People Complaints and Reporting Procedure \(Complaints and Reporting Procedure\)](#); and

[NRL Code of Conduct \(Community Rugby League\)](#)

[NRL Code of Conduct \(Employees\)](#).

Capitalised words used in this Code have the meanings defined in the Policy.

3. SCOPE

This Code applies to:

- NRL staff (employees and contractors);
- All employees and contractors of the NRL Affiliate States;
- Volunteers, coaches, sports trainers and participants who have a current registration via the NRL Competition Management System; and
- Anyone engaged to provide NRL Services on behalf of NRL; and
- Any other league which adopts this Policy.



In circumstances where this Policy does not apply to NRL clubs, state or community leagues, the NRL is committed to supporting the understanding of the NRL commitment to Safeguarding Children and Young People through provision of resources, access to training materials and transparent and consistent communication.

NRL requires all people involved in the organisation to adhere to our standards of behaviour which are underpinned by the following core values:

- to act within the rules and spirit of the sport;
- to display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- to prioritise the safety and well-being of Children and Young People involved in our sport;
- to report any behaviour which breaches this Code to help prevent the harm or risk of harm of Children and Young People in the sport; and
- to encourage and support opportunities for participation in all aspects of the sport.

While child safety is the responsibility of all involved in our sport, some people will have more specific responsibilities with regards to safeguarding Children and Young People which is determined by their role.

4. KEY REQUIREMENTS - EXPECTED BEHAVIOURS FOR NRL PEOPLE

NRL is committed to ensuring the safety and wellbeing of all Children and Young People who are involved in our game through activities, programs, services. Our policies and procedures seek to address risks to child safety and establish and nurture a child safe culture and practices.

In the event a concern or allegation of harm, risk of harm, abuse or neglect relating to a Child or Young Person under the care of NRL is raised, it will be treated seriously by the NRL, in a culturally sensitive and respectful manner. It will be fully investigated according to our published policies and guidelines, consistent with industry best practice and relevant legislative instruments.

In circumstances where state and local leagues are not under the direct governance and control of the NRL, it is expected that those leagues will take responsibility for providing a safe environment for Children and Young People to participate in rugby league and will demonstrate their commitment and understanding of best practice in safeguarding Children and Young People as presented in the NRL commitment to Safeguarding Children and Young People and Framework Documents.

4.1 SEXUAL BEHAVIOUR AND MISCONDUCT

Under no circumstances is any form of 'sexual behaviour' to occur between, with, or in the presence of, Children or Young People participating in any NRL activities, programs, services or facilities. Engaging in sexual behaviour while participating in any NRL activities, programs, services is prohibited even where the young persons involved may be above the legal age of consent.



‘Sexual behaviour’ must be interpreted widely, and in the context of this Code, encompasses the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:

- ‘contact behaviour’, such as sexual intercourse, kissing, fondling, touching, sexual penetration or exploiting a child through prostitution; and
- ‘non-contact behaviour’, such as flirting, sexual innuendo, inappropriate comments or text messaging, inappropriate photography or exposure to pornography, adult content or nudity.

4.2 GROOMING

The Royal Commission into Institutional Responses to Child Sexual Abuse highlighted the potential for grooming as particularly relevant to the sporting sector.

‘Grooming’ is where perpetrators will seek to build a trusting relationship with a Child, Young Person and/or their family and/or act to isolate the Child or Young Person to facilitate access for them to abuse them.

Grooming usually presents in behaviours used by perpetrators to ‘prepare’ a Child or Young Person with the intention of sexually abusing them.

Some common Grooming strategies described in past sporting sexual abuse cases (as reported to the Royal Commission into Institutional Responses to Child Sexual Abuse) include (but are not limited to):

- *misuse of coaching relationships* – perpetrators in coaching relationships, who naturally have a close and trusted relationship, can exploit their power and authority over Children and Young People through close personal relationships including, private and exclusive coaching, personal instructor relationships or through promises of a greater chance of success;
- *inappropriate activity and adult material* – many survivors of child sexual abuse in sport and recreation settings report that alcohol and other enticements were used by perpetrators during the Grooming process;
- *an erosion of interpersonal boundaries* – coaches, trainers or others in close relationships with sporting participants can shift the interpersonal boundaries from the acceptable, for example, legitimate touching to correct a technique, to the inappropriate; and
- *targeting vulnerability* – research indicates that young athletes who are experiencing difficulties in their home life can be particular targets for perpetrators. Many survivors describe family conflict, family violence or family breakup at the time of the harm or abuse.

NRL People are strictly prohibited from engaging in any conduct that may reasonably be considered to be of the nature of Grooming, or in any way exploitative of the power imbalance that may exist in relationships with Children and Young People who participate or engage in activities or events associated with rugby league.

4.3 POSITIVE GUIDANCE AND DISCIPLINE

NRL strives to ensure that Children and Young People participating in any NRL activities, programs, services or facilities are aware of the acceptable limits of their behaviour so that we can provide a positive experience for all participants.

Where possible, Children and Young People are urged to 'have a say' and give feedback about their participation experiences in NRL programs and activities. Children and Young People will be given information relevant to their involvement in NRL activities and programs and directed to relevant information outlining NRL's approach to safeguarding Children and Young People via club and participant communication strategies.

It is likely there may be times when NRL People and others may be required to use appropriate techniques and behaviour management strategies to discourage, prevent or discipline particular behaviour, to ensure:

- an effective and positive environment; and
- the safety and/or wellbeing of Children and Young People and NRL People.

NRL expects all people to use behaviour management strategies that are fair, respectful and appropriate to the developmental stage of the Children and/or Young People involved.

4.3.1 POSITIVE DISCIPLINE

In instances of misbehaviour or disobedience, the Child or Young Person needs to be provided with clear directions and given an opportunity to redirect their misbehaviour in a positive manner.

Under no circumstances are NRL People or others involved to take disciplinary action which involves physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating.

4.4 PROMOTING EQUITY AND DIVERSITY

All NRL People must ensure their approach and interactions with Children and Young People are sensitive, respectful and inclusive of all backgrounds and abilities.

NRL People are expected to:

- promote the cultural safety, participation and empowerment of Indigenous (Aboriginal and Torres Strait Islander) Children and Young People (e.g. by never questioning an indigenous child's self-identification);
- promote the cultural safety, participation and empowerment of Children and Young People with CALD backgrounds (e.g. by having a zero tolerance of discrimination);



- support Lesbian, Gay, Bisexual, Transgender and Intersex (**LGBTI**) young people and any form of discrimination and harassment of LGBTI staff, players, coaches, referees, volunteers and officials is prohibited and a grievance or complaint may be raised under the appropriate reporting and handling procedures and policies within the NRL (e.g. Code, MPP); and
- promote the safety, participation and empowerment of Children and Young People with a disability (e.g. during personal care activities).

4.5 ADHERING TO PROFESSIONAL ROLE BOUNDARIES

All activities with Children and Young People should be solely in relation to NRL activities, NRL programs, NRL services and/or events under the control of the NRL.

Unless prior approval has been granted by a NRL manager or another person authorised by the NRL, NRL People must not:

- provide **unauthorised transportation**, e.g. give lifts to Children or Young People in their car to or from an activity without express consent from a parent or guardian;
- engage in activities with Children or Young People who are clients/members of our sport **outside authorised NRL activities** such as one-on-one coaching sessions separate to published team coaching sessions;
- provide any form of **support to a Child or Young Person or their family**, unrelated to NRL activities, programs or services, for example, educational tutoring or financial support;
- seek contact with Children or Young People (or former participants) outside NRL programs, activities, or services, which includes communicating via text, social media or other forms of digital or otherwise communication methods;
- except where there is an existing prior social, personal or familial relationship, accept an invitation to attend any private social function at the request of a Child or Young Person who has participated, or is participating, in NRL activities, programs or services e.g. school assembly, graduation, birthday celebration;
- develop any **'special' relationships** with Children or Young People that could be seen as favouritism, such as singling specific Children or Young People out for special treatment, being secretive with relationships, giving gifts or special treatment of Children or Young People; or

- 4.5.1** engage in **open discussions of a mature or adult nature** with or in the presence of Children or Young People or 'share' content of a mature or adult nature with any Child or Young Person.

If any NRL Person has questions about how they should conduct their relationship with a Child or Young Person or becomes aware of a situation in which a Child or Young Person requires assistance that is beyond the confines of that person's role, or beyond the NRL's programs, activities, services or facilities, they should undertake any or all of the following at the earliest opportunity:



- seek advice from management;
- contact the child or young person's parent or guardian; and/or
- seek advice from their nominated NRL manager or NRL Child Safe Officer.

4.6 UNIFORMS AND NRL IDENTIFICATION

NRL People should only wear their NRL (league) uniform (in cases where an NRL uniform has been provided and is to be worn for the delivery of NRL activities, programs, services or facilities) or wear or display any NRL accreditation, ID pass or badge **while delivering a program, service or activity associated with the NRL or as requested by the NRL**, such as when acting as a representative of the NRL at official or designated functions, or while travelling to and from work.

It is not appropriate to wear an NRL uniform when attending functions on personal time. By wearing NRL uniform, or parts of it, a message is being sent to those outside of the company that attendance is as a representative of the NRL in an official capacity.

4.7 USE OF LANGUAGE AND TONE OF VOICE

NRL People should use language and tone of voice in the presence of Children and Young People that:

- offers clear direction;
- is positive and aimed at boosting confidence;
- is encouraging and affirming;
- is not harmful to Children or Young People;
- does not include language that is:
 - discriminatory, racist, or sexist e.g. telling a child they 'kicked like a girl';
 - derogatory, belittling, or negative e.g. calling a child a 'loser' or commenting on body type such as telling someone they are 'too fat' or 'too skinny';
 - intended to threaten, scare or frighten; or
 - disrespectful or sexual in nature.

4.8 SUPERVISION

NRL People are responsible for supervising the Children and Young People engaged in rugby league to ensure those participants:

- engage positively with the NRL program, activity, service or facility;
- behave appropriately toward one another; and
- are in a safe environment and are protected from external threats.

NRL People are required to avoid one-to-one unsupervised situations with Children and Young People



participating in a NRL program, activity, services or facility and (where possible) and are to conduct all activities and/or discussions with Children or Young People in view of other adults.

4.9 USE OF ELECTRONIC, ONLINE COMMUNICATIONS AND SOCIAL MEDIA

Wherever possible, all email, text messages and other forms of communications sent to a Child or Young Person should be sent directly to their parent or guardian or where appropriate for older children, copied to a parent or guardian.

In circumstances where it is not possible to include a parent or guardian in the communication between an NRL Person and a Child or Young Person, an NRL Person is to:

- restrict communication to issues directly associated with delivering the NRL program, activity, service or facility, such as advising that a scheduled event is cancelled;
- limit the personal or social content in such communications to what is required to convey the service-related message in a polite, friendly manner. In particular, do not communicate anything that a reasonable observer could view as being of a sexual nature;
- not use communication to promote unauthorised 'social' activity or to arrange unauthorised contact, that is any contact other than directly in connection with the NRL activity or event; and
- not request a child or young person to keep a communication a secret from their parents or guardian, nor keep the communication secret from the NRL Person's manager or someone in authority at NRL.

NRL People must not request or accept a request to be 'friends' or 'follow' or communicate with Children or Young People using a personal social media account such as Facebook, Instagram, TikTok, Twitter, Snapchat, WhatsApp, internet chat rooms or forums, gaming sites, instant messaging or other types of messaging.

All NRL People are required to ensure appropriate monitoring of Children and Young People when they use NRL's electronic communication equipment to ensure that they do not inadvertently place themselves at risk of abuse or exploitation via social networking sites, gaming sites or through web searches, or inappropriate email communication.

All NRL People are required to abide by the NRL Social Media Policy relevant to their duties (e.g. employee or volunteer within Community Rugby League).

4.10 GIVING AND RECEIVING GIFTS

Giving of gifts by NRL People to Children and Young People engaged in an NRL program, activity, service or facility **may only occur** in the following circumstances:

- where part of engagement in activities, programs, authorised promotions and competitions;



- where prior authorisation to provide or receive a gift has been obtained from a supervisor or line manager; and/or
- where parents, guardians or other responsible adults are made aware of any gift(s) given.

Where an NRL officer or employee receives a gift, it is subject to the NRL Reportable Gifts and Entertainment Policy, however, regardless of the value of the gift, the staff member should inform their manager of the receipt of the gift.

4.11 PHOTOGRAPHS OF CHILDREN AND YOUNG PEOPLE

The general rule is that where a sport or sporting activity is taking place on public property it is legal for anyone (including parents and guardians) to take pictures of sporting activities, without permission. There are some exceptions to this rule depending on the State, Territory or local government law where the photo is deemed indecent or offensive and it may constitute an offence.

On private property, the general rule is permission is required to take photographs of people on the site and restrictions on photography can be imposed (for sporting grounds for example).

Under these guidelines:

- Children and Young People to whom we deliver a program, activity, service or facility are to be photographed while involved in an NRL program only where:
 - the program or event convener has obtained written permission from parents, carer's or guardians;
 - the context is directly related to participation in the NRL program/activity;
 - the child is appropriately dressed and posed; and
 - the image is taken in the presence of other NRL People.
- Images are not to be distributed (including as an attachment to an email) to anyone outside NRL other than to the Child or Young Person photographed or their parent, guardian or school, without parent/guardian consent and NRL management knowledge and approval.
- Images of Children and Young People must not be posted to any social media site without parent/guardian approval.
- Photos must be stored securely and deleted when no longer in use.
- Images are not to be exhibited on the NRL website or in publications such as the NRL or ARLC Annual Report without parental or guardian knowledge and approval (through a signed image consent form from the parent, carer's or guardians or their school), or the image is presented in a manner that de-identifies the Child or Young Person. Any caption or accompanying text must be checked so

that it does not identify a Child or Young Person if identifying the Child or Young Person is potentially detrimental.

Note – NRL People must comply with the NRL Privacy Policy which can be located at: <https://www.nrl.com/privacy-policy/> in relation to holding and/or disclosing images and any other personal information. NRL People must inform a Child or Young Person’s parent or guardian about the nature of the use of the image as well as how the image will be stored and how the imaged can be accessed by the parent or guardian.

4.12 PHYSICAL CONTACT WITH CHILDREN AND YOUNG PEOPLE

Any physical contact with Children and Young People must be appropriate to the delivery of the program, activity, service or facility, such as demonstrating skill learning such as tackle technique. Where physical contact with a Child or Young Person is appropriate, it must be based on the needs of the Child or Young Person (such as to assist or comfort a distressed Child or Young person) rather than on the needs of NRL People.

Under no circumstances should any NRL People have contact with Children or Young People participating in NRL program, activity, service or facility that:

- involves touching: of genitals; and/or of the breast area, that is other than as part of delivering medical or allied health services;
- would appear to a reasonable observer to be sexual in nature or to have a sexual connotation;
- is intended to cause pain or distress to the Child or Young Person – e.g. corporal punishment;
- is overly physical (e.g. wrestling, horseplay, tickling or other rough housing);
- is unnecessary (e.g. assisting with toileting when a Child or Young Person does not require assistance);
- is initiated against the wishes of the Child or Young Person, except if such contact may be necessary to prevent injury to the Child or Young Person, or to others, in which case:
 - physical restraint should be a last resort;
 - the level of force used must be appropriate to the specific circumstances, and aimed solely at restraining the Child or Young Person to prevent harm to themselves or others; and
 - the incident must be reported to management as soon as possible.

NRL People are required to report any physical contact initiated by a Child or Young Person that is sexual and/or inappropriate such as acts of physical aggression, as soon as possible, to enable the situation to be managed in the interests of the safety of the Child or Young Person, NRL People and any other participants. The reporting requirements and process for NRL People are set out in the NRL Safeguarding Children and Young People Complaints and Reporting Procedure.

4.13 OVERNIGHT STAYS AND SLEEPING ARRANGEMENTS

Overnight stays involving Children and Young People are only to occur within or as part of a formal program, activity, service or facility approved by the NRL and only with the authorisation of the NRL Child Safety Officer and with the prior written approval of the parents/guardians of the Children or Young People involved.

Specific dates and sleeping locations are to be clearly included in authorisation forms and medical forms must also be completed and authorised by the parent or guardian of the Child or Young Person.

A risk assessment must be completed and signed off by the manager/senior administrator in charge of the program, activity, service or facility prior to the commencement of any program, activity or service which includes overnight accommodation for Children or Young People being undertaken.

Practices and behaviour by NRL People during an overnight stay must be consistent with the practices and behaviour expected during delivery of NRL programs, activities or services at all other times.

Standards of conduct that must be observed by NRL People involved during an overnight stay include:

- providing Children and Young People with privacy when bathing, toileting and dressing;
- observing appropriate dress standards when Children and Young People are present – such as no exposure to adult nudity;
- not allowing Children or Young People to be exposed to pornographic material, for example, through movies, television, the Internet, electronic devices or magazines;
- not leaving children under the supervision or protection of unauthorised persons such as hotel staff or friends;
- ensuring sleeping arrangements do not compromise the safety of Children and Young People such as unsupervised sleeping arrangements, or an adult sleeping in the same bed as a Child or Young Person;
- adults should sleep in separate sections of bunk house or dormitory accommodation to the Children and Young People;
- the right for children to contact their parents, or other adult, if they feel unsafe, uncomfortable or distressed during the stay; and
- parents expecting that their children can, if they wish, make contact.

4.14 CHANGE ROOM ARRANGEMENTS

NRL People are required to supervise Children and Young People in change rooms while balancing that requirement with a Child or Young Person's right to privacy.

- NRL People:
 - must avoid one-to-one situations with a Child or Young Person in a change room area;

- are not permitted to use the change room area to, for example, undress, while Children and Young People are present;
- need to ensure adequate supervision in 'public' change rooms when they are used;
- need to provide the level of supervision required for preventing abuse by members of the public, adult service users, peer service users, or general misbehaviour, while also respecting a child's privacy – this includes checking any public amenity prior to children entering the facility;
- female NRL People are not to enter male change rooms and male NRL People are not to enter female change rooms; and
- phones, cameras and/or recording devices are not to be used in changing rooms and, in particular, whilst children are getting undressed/dressed.

4.15 USE OF, POSSESSION OR SUPPLY OF ALCOHOL OR DRUGS

While on duty (or engaged in any respect in providing a service or activity for children or young people), NRL People must not:

- use, possess or be under the influence of a illicit drugs;
- use, display or be under the influence of alcohol;
- encourage any young person to try or use alcohol or illicit drugs;
- be incapacitated or adversely affected by any other legal drug such as prescription or over-the-counter drugs;
- supply alcohol or drugs (including tobacco) to Children and Young People participating in NRL programs, activities, services or facilities; or
- supply any medicines, except with the written consent of a parent or guardian and under a valid prescription for that child.

4.16 TRANSPORTING CHILDREN

Children and Young People are to be transported only in circumstances that are directly related to the delivery of NRL programs, activities, services or facilities; for example, driving work experience students or school referees to an NRL program, activity or service.

Children are to be transported only with prior authorisation from your manager and with the prior written approval of the Child or Young Person's parent/guardian.

Volunteers should not be transporting Children and Young People except in circumstances where it is unavoidable. At all times, the consent of the parent/carer or guardian must be obtained prior to transporting a Child or Young Person.

Gaining approval from the parent/carer or guardian involves providing information about the proposed journey, including:



- the form of transport proposed, such as private car, taxi, self-drive bus, bus with driver, train, plane or boat;
- the reason for the journey;
- the route to be followed, including any stops or side trips;
- approximate timing of the journey including departure and arrival times; and
- details of anyone who will be present during the journey other than NRL People who are involved in delivering the NRL activity, program or service.

4.17 RISK MANAGEMENT

An NRL Safeguarding Children and Young People Risk Assessment (**Risk Assessment**) must be undertaken in advance of providing any NRL program, activity, service or facility involving Children or Young People.

The Risk Assessment must consider and identify potential risks to the safety of Children and Young People and outline proposed measures to be adopted to manage those risks. The Risk Assessment must be submitted to your manager for approval in advance of the NRL program, activity or service being undertaken.

Assistance with completing the Risk Assessment can be provided by your manager or NRL Legal.

4.18 REPORTING OBLIGATIONS

NRL People are required to immediately report:

- any instance of any **NRL People breaching this Code**; and
- **any instance, allegations or disclosures of harm, risk of harm, abuse, neglect or other inappropriate bullying, harassment, exploitation or grooming that they become aware of, or any concerns that they develop in relation to these matters** (whether by an internal source or an external source, to the NRL, including a family member or guardian of the child).

Reports must be submitted in accordance with the NRL Safeguarding Children and Young People Complaints and Reporting Procedure.

4.19 INTERNAL COMMUNICATION

NRL communicates this Code to all NRL People.

NRL involves personnel in reviews of this Code and communicates significant alterations of this Code to NRL People.

4.20 MONITORING AND REVIEW

This Code will be reviewed annually, in consultation with stakeholders. Some circumstances may trigger an early review, this includes but is not limited to legislative changes, organisational changes, incident outcomes and other matters deemed appropriate by the Board and/or Chief Executive Officer.

The NRL will retain records of each review undertaken. Records may include minutes of meetings and documentation of changes to policies and procedures that result from a review.

5. REFERENCES

Royal Commission into Institutional Responses to Child Sexual Abuse (Volume 6)

The Australian Human Rights Commission National Principles for Child Safe Organisations

Sport Australia Child Safe Sport Tool Kit

APPENDIX 1 – RELEVANT LEGISLATION

	PRINCIPLE CHILD PROTECTION ACT	MANDATORY REPORTING	WWCC	REPORTABLE CONDUCT
SA	Children and Young People (Safety) Act 2017	Children and Young People (Safety) Act 2017	Child Safety (Prohibited Persons) Act 2016 (the Act)	
NSW	Children and Young Persons (Care and Protection) Act 1998 (NSW)	Children and Young Persons (Care and Protection) Act 1998 (NSW)	Child Protection (Working with Children) Act 2012	Ombudsman Act 1974
ACT	Children and Young People Act 2008 (ACT)	Children and Young People Act 2008 (ACT)	Working with Vulnerable People (Background Checking) Act 2011	Reportable Conduct and Information Sharing Legislation Amendment Act 2016
VIC	Children, Youth and Families Act 2005 (VIC)	Children, Youth and Families Act 2005 (VIC)	Working With Children Act 2005	Children Legislation Amendment (Reportable Conduct) Act 2017
TAS	Children, Young Persons and their Families Act 1997 (TAS)	Children, Young Persons and their Families Act 1997 (TAS)	Registration to Work with Vulnerable People Act 2013	
QLD	Child Protection Act 1999 (QLD)	Child Protection Act 1999 (QLD)	Working with Children (Risk Management and Screening) Act 2000	
NT	Care and Protection of Children Act (2007) (the Act)	Care and Protection of Children Act 2007	Care and Protection of Children Act 2007 (NT)	
WA	The Children and Community Services Act 2004 (Act no.2004/034)	Children and Community Services Act 2004 (the Act)	Working with Children (Criminal Record Checking) Amendment Bill 2022 (the Bill)	Parliamentary Commissioner Amendment (Reportable Conduct) Act 2022

CTH		Family Law Act 1975 (CTH) Care and Protection of Children Act 2007 (NT)	Care and Protection of Children Act 2007 (NT)	
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