Ombudsman
Western Australia

Reportable Conduct Scheme

Supporting people to speak up about concerning behaviours in the workplace

The Reportable Conduct Scheme makes Western Australian children safer. The Scheme compels heads of organisations that exercise care, supervision or authority over children to ***notify*** allegations of, or convictions for, child abuse by ***their employees*** to the Ombudsman and then ***investigate*** these allegations. The Ombudsman will monitor, oversee and review these investigations.

What types of conduct are reportable?

Significant Neglect

Can occur where there is deliberate or reckless failure to meet the basic needs of a child which has had, or could have, considerable effect on the child's safety or wellbeing. Includes inadequate supervision or failure to seek or comply with medical treatment.

Sexual Misconduct

Conduct of a sexual nature that is not necessarily criminal. Misconduct can include grooming behaviours such as unwanted / inappropriate touching, inappropriate exposure or conversations of a sexual nature, overly personal / intimate conduct.

Sexual Offences

Includes sexual assault, indecent acts, possession of child exploitation materials. Sexual offences are criminal and should be reported to the WA Police Force.

Physical Assault

Includes hitting, punching, kicking, pushing or throwing something that strikes a child or another person. Can also include the apprehension of violence – words, gestures or actions that cause a child to believe physical force is about to be used against them.

Behaviour that causes significant emotional or psychological harm

Includes severe or sustained verbal abuse, coercive or manipulative behaviour, hostility, rejection, humiliation, belittling and scapegoating children.

Am I an employee under the scheme?

Employees must be over 18 years of age, and include:

- officers or employees of the organisation
- volunteers or contractors engaged to provide services to children
- carers of a child under a placement arrangement
- family day care educators
- ministers of religion or religious leaders
- police officers or constables

What Do I Need To Do?

If you think someone has committed reportable conduct, then you should report this to the head of the organisation.

Scan for **more information**

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