



Annual Statement of Compliance with Child Safe Framework

Commitment to child safety

The Reef Authority is committed to building a positive and proactive culture to support child safety and wellbeing in connection with its work. It endeavours to ensure children and young people feel safe, supported and respected, and that their rights, needs, and interests are met.

The Reef Authority believes it is the shared responsibility of all employees to keep children and young people safe, and commits to protecting and safeguarding children and young people by:

- creating policies and procedures to protect children and young people;
- ensuring employees are aware of the policies and procedures and comply with them;
- creating conditions that reduce the likelihood of harm; and
- adopting and implementing the [National Principles for Child Safe Organisations](#).

Reef Authority employees undergo reference checks and police checks, and ongoing and non-ongoing employees (engaged for more than 12 months) are required to hold and maintain, at a minimum, a Baseline security clearance.

Reef Authority's interaction with children and young people

The Reef Authority undertakes a number of activities that either, directly or occasionally, involve children and/or young people. These include:

- Reef Authority employees engage with Traditional Owners in their communities and facilitate a wide variety of cultural and 'caring for country' activities, including Junior Ranger programs, cultural heritage camps, Sea Country conferences, training, monitoring and research. Reef Authority employees work with children and young people during the facilitation of these activities.
- The Reef Guardian Schools Program connects school students in their classrooms to environmental and sustainability projects. This initiative has a strong focus on working with children and young people face-to-face and virtually.
- The Great Barrier Reef Aquarium is currently closed for redevelopment. The Aquarium offers virtual learning experiences and uses video conferencing to virtually connect with school students. The Reef Authority's Education Team prepares virtual education material and lessons on YouTube.
- Events and exhibitions where children and young people may visit Reef Authority stands, displays and booths, including events on its premises.
- School / education institution visits and community events to discuss Reef Authority work.
- Work placements, student-based work experience, and incidental interactions with children and young people whilst performing work duties.
- Indirect contact whilst undertaking compliance activities, field trips, and work-related travel.
- Reef Authority celebrations and team building events where children and young people may attend.

Risks to children and young people from these activities may be physical, psychological and/or emotional.



Risk Rating

The Reef Authority has completed a review of its annual child safety risk assessment. The risk assessment has identified a low overall level of risk for the Reef Authority.

The Reef Authority has undertaken measures to address and mitigate any risks, including implementation of identified risk treatments.

Compliance with the Framework

There are four core requirements of the Framework:

Requirement 1	Requirement 2	Requirement 3	Requirement 4
Undertake risk assessments annually in relation to activities of the entity, to identify the level of responsibility for, and contact with, children, evaluate risks to child safety, and put in place appropriate strategies to manage identified risks.	Establish and maintain a system of training and compliance, to make employees aware of, and comply with, the Framework and relevant legislation.	Adopt and implement the National Principles for Child Safe Organisations.	Publish an annual statement of compliance with the Framework including an overview of the entity's child safety risk assessment (conducted under Requirement 1).

The Reef Authority is committed to exercising continuous efforts to be a child-safe organisation through implementation of the Framework. The Reef Authority has demonstrated compliance with Requirements 1 and 4 of the Framework by completing the 2024 annual risk assessment and the publication of its Annual Statement of Compliance on the Reef Authority's internet site.

To ensure compliance with Requirements 2 and 3 of the Framework, the Reef Authority will maintain controls and implement risk treatments identified in its risk assessment (Requirement 1) and take additional measures to embed and improve compliance with the Framework. These measures include:

- Maintain a system that:
 - records which positions and employees require Working with Children Checks (WWCC) or Working with Vulnerable People (WWVP) Checks; and
 - monitors employee adherence to training and WWCC and WWVP requirements.
- Provide new employees with education on the Framework as part of their Reef Authority induction.
- Review and update (where necessary) recruitment and induction processes for Reef Authority positions where they may interact with children and/or young people.
- Communicate with employees to maintain awareness of the Reef Authority's Child Safety and Wellbeing Policy and obligations, especially for positions that may interact with children and/or young people as part of their work.

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