

APPENDIX B. PROTECTION AND SUPPORT FOR EMPLOYEES WHO REPORT CHILD ABUSE

All staff are protected from civil, criminal and disciplinary liability by providing information to Department of Communities, Child Protection and Family Support (CPFS), WA Police or the Department's Standards and Integrity Directorate (SID) for the purpose of investigating child abuse.

If acting in good faith, staff are deemed not to have breached a duty of confidentiality, professional ethics or standards; or to have engaged in unprofessional conduct by providing information under s129 of the *Children and Community Services Act 2004*.

Under Sections 124F and 240 of the *Children and Community Services Act 2004*, the identity of the person making a report to CPFS is protected but can be released for investigative purposes, or with the written permission of the reporter or the court, or by an application under the *Freedom of Information Act 1992*.

When there is concern for the safety of the reporter, it is important that the school has a risk management plan in place and the principal should contact the regional education office for support.

Staff are entitled to seek counselling through the *Employee Assistance Program* (staff only).

An employee who attempts to threaten, intimidate, coerce or take reprisal against an employee who has disclosed or intends to disclose unethical or unlawful behaviour may face disciplinary action (refer to the *Staff Conduct and Discipline* policy).