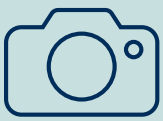
Office of the Independent Regulator

25-26

ANNUAL REPORT

Office of the Independent Regulator

Level 9, 144 Macquarie Street
Hobart TAS 7000
GPO Box 825, Hobart TAS 7001
www.oir.tas.gov.au



The artwork contained in this Annual Report is from local Tasmanian landscapes and the photographs were taken by the Office of the Independent Regulator's current staff members.

Contents

Introduction **1**
Acknowledgements 1
Letter of Transmittal 3
Foreword 5
OIR Leadership Team 7
Highlights 9
Achievements 11

Our Strategic Plan **13**

Legislation **15**
Overview 16
Plans for the Future 20

Engagement and Education **21**
Overview 24
Plans for the Future 30
Embedding the Child and Youth Safe Standards in Practice 31

Assessment and Monitoring **33**
Overview 35
Plans for the Future 38

Regulation and Compliance **39**
Overview 41
Plans for the Future 50

Information Sharing **51**
Overview 52
Plans for the Future 54

Closing **55**
Afterword 55

Appendices **57**
Financials 59

Introduction

Acknowledgement of Country

We pay our respects to the Traditional Owners of the land we work, learn, and play on, the muwinina and palawa people.

We acknowledge the Tasmanian Aboriginal communities as the original and continuing custodians of the land, seas, waterways and skies of lutruwita/Tasmania.

We are committed to making a positive contribution to the lives of all Aboriginal and Torres Strait Islander children and young people.

Recognition of Victim-survivors

We recognise all victim-survivors of child abuse in lutruwita/Tasmania, including those with lived experience of harm in institutional settings, and those who are no longer with us.

We share a responsibility to deliver the changes necessary to safeguard children and young people in lutruwita/Tasmania, today and for generations to come.

Aurora Australis, Lauderdale Tasmania

Letter of Transmittal

Office of the Independent Regulator

28 October 2026

Clerk of the House
Legislative Council
Parliament House,
Hobart 7000
lctabledpapers@parliament.tas.gov.au

Clerk of the House
House of Assembly
Parliament House,
Hobart 7000
hatabledpapers@parliament.tas.gov.au

Dear Honourable President and Honourable Speaker,

Office of the Independent Regulator – 3rd Annual Report (2025-26) for tabling

In accordance with Section 60 of the *Child and Youth Safe Organisations Act (2023),* the Independent Regulator requests that its third Annual Report (2025-26) be laid on the table of the Legislative Council by the Clerk by the 31 October 2026.

Please find enclosed two hard copies of the OIR Annual Report 2025-26.

Thank you for your assistance.

Yours sincerely,

Louise Coe
Independent Regulator
28 October 2026

Enc. Folder with:

- X2 hard copies of the OIR Annual Report, 2025-26

Office of the Independent Regulator
L9/144 Macquarie Street, Hobart, 7000 | 1800 754 728
contact@oir.tas.gov.au

www.oir.tas.gov.au

Child focused oversight



Aurora Australis, Lauderdale Tasmania

Foreword

As the Office of the Independent Regulator (OIR) enters its third year of operation, we have been encouraged by the continuing efforts of agencies and organisations to embed the Child and Youth Safe Organisations Framework into their work with children and young people.

More than 210 organisations across Tasmania engaged with our team to strengthen the safety and quality of the services they provide.

While meaningful engagement remains a challenge in some sectors, others are setting a strong example of how organisations can protect children and young people from harm. The OIR continues to focus its capability-building work on higher-risk sectors and volunteer-based organisations. During the year, we finalised and published foundational guidance for all 10 Child and Youth Safe Standards and released a comprehensive workbook for the Reportable Conduct Scheme.

As the regulatory framework matures, organisations are expected to demonstrate that they are meeting their obligations. Our response to non-compliance will reflect that expectation.

In 2026–27, we will make greater use of our statutory compliance and enforcement powers where necessary. We recognise that many organisations were not fully prepared when the framework commenced in 2024; however, two years on, a lack of preparedness can no longer excuse non-compliance.

The Reportable Conduct Scheme has continued to mature, with more than 1478 notifications of allegations against workers received from January 2024 to 30 June 2026.

Many organisations have strengthened their internal reporting and investigation processes. During 2025-26, the OIR refined the feedback it provides to organisations to help them address identified gaps. We now provide more detailed advice where an investigation process is deficient or where the evidence does not support an organisation's finding. We also engage early with organisations to promote sound investigative practice and well-founded outcomes. A recurring concern is the failure to properly seek, consider and reflect the voice of the child or young person in an investigation.

For some organisations, achieving change has required sustained engagement, detailed feedback and targeted data analysis. The Scheme is intended to be both preventative and reparative. Investigations should not be regarded simply as punitive measures, but as opportunities to identify and address systemic failings, unsafe practices and unacceptable risks.

As our data holdings grow, clearer patterns are emerging. In the coming year, we will place greater emphasis on using these insights to inform our risk-based assessment, monitoring and regulatory responses. We will also continue to share relevant information with our regulatory partners, including interstate counterparts, to help protect children and young people from known and emerging risks.

Our Assessment and Monitoring team completed the OIR's first assessment of the Ashley Youth Detention Centre. This program is designed to provide constructive, strengths-based advice that helps agencies direct their attention and reform efforts to identified gaps and to the areas most likely to deliver meaningful improvements for children and young people in detention.

Serious systemic failings continue to emerge in some sectors, particularly early childhood education and care, where very young and vulnerable children may be targeted by predatory offenders. Major investigations across Australia are a stark reminder that Tasmania cannot be complacent. Safeguarding children must be a core organisational responsibility, supported by effective governance, capable staff, a culture that listens to children, and decisive action when risks or concerns arise.

I sincerely thank the dedicated OIR team. Their professionalism, resilience and commitment have created a supportive workplace and enabled the Office to make a meaningful contribution to the safety and wellbeing of Tasmania's children and young people. I also acknowledge the contributions of victim survivors, support of my regulatory colleagues and the willingness of agencies and organisations to engage openly and undertake the changes needed to keep children safe.



Louise Coe

INDEPENDENT REGULATOR

OIR Leadership Team

The OIR recognises the contributions of the Executive Team members in 2025-26:

Independent Regulator

LOUISE COE

Louise is Tasmania's first Independent Regulator. Louise has extensive experience in the regulation and oversight of Child Safe Standards and the Reportable Conduct Scheme, with more than 20-years of experience with the NSW Government, including with the NSW Office of the Children's Guardian. Louise started her career as a solicitor with the Aboriginal Legal Service and the Aboriginal Children's Service. Louise holds a Bachelor of Commerce, Bachelor of Laws (Honours), Graduate Diploma of Legal Practice and Executive Master of Public Administration.

Principal Solicitor

ALLISON WARING

The OIR thanks Allison for her contribution during her fixed-term appointment. Allison played a key role in establishing the legal and governance framework for the office. Her contribution laid important foundations that continue to support the office's work and future growth.

SHARMINIE NILES

Sharminie holds a Master of Laws degree from the University of Sydney and is a solicitor of the Supreme Court of NSW and of the Supreme Court of England and Wales. Sharminie has extensive experience in child protection and regulation, and for the past 10 years as the General Counsel of the NSW Office of the Children's Guardian leading legislative reform to operationalise the Child Safe Scheme and to facilitate the transition of the Reportable Conduct Scheme. Sharminie has significant government experience in law reform and legislative drafting and has also worked in private practice.

Director, Regulation and Compliance

PETRINA NETTLEFOLD

Petrina has held a variety of policy and project roles across mental health, family violence and child and youth wellbeing. She has worked in the Tasmanian State Service for over 16 years. Petrina holds a Bachelor of Health Science, a Master of Public Health, and a Graduate Certificate in Health Economics.

Project Director

ZAHARENIA GALANOS

The OIR thanks Zaharenia for her contribution during her fixed-term appointment. Zaharenia's contribution was instrumental in building the systems, processes and relationships that support the office's work today, laying strong foundations for its continued growth and success.

Director, Strategic Engagement

ALEXANDRA PATRIKIOS

As Alexandra spends time on maternity leave with her family, the OIR wishes her well and looks forward to welcoming her back.

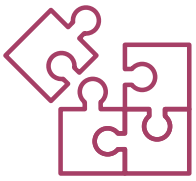
KAILEY MILROY

Kailey has a professional background in education including teaching Primary school in NSW and leading student support teams in Canada and Tasmania. Kailey holds a Bachelor of Arts in Psychology, Certificates in High-Performance Leadership and Intercultural Communication, and a Master of Teaching.

Highlights

Year at a Glance 2025-26

ENGAGEMENT



55

ENGAGEMENTS COMPLETED

throughout the year



1600+

PARTICIPANTS ATTENDED

workshops and webinars across Tasmania



89,943

USERS ACCESSED

OIR website to download resources

TOP SECTORS FOR ENGAGEMENTS

24% CLUBS AND ASSOCIATIONS

16% TASMANIAN GOVERNMENT
entities and authorities

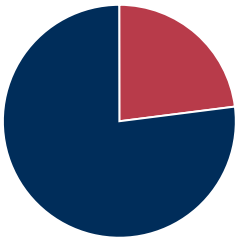
9% EARLY CHILDHOOD
Education and Care

632

REPORTABLE CONDUCT NOTIFICATIONS RECEIVED

81% of notifications were received within the required 3 days

CLOSURE LETTERS



23%

OF CLOSURES SIGNED THIS YEAR

had an element the OIR disagreed with



On **115**

OCCASIONS, THE OIR USED POWERS

under legislation to formally share information



300+

DOCUMENTS ASSESSED

against the Child and Youth Safe Standards for Assessment and Monitoring Programs

48

COMPLIANCE ADVICE RESPONSES PROVIDED TO ORGANISATIONS

following a review of their policies and procedures

35% CLUBS AND ASSOCIATIONS

19% TASMANIAN GOVERNMENT
entities and authorities

8% FAITH-BASED ORGANISATIONS

Achievements



July 2025

Introduced case study webinar series to support Tasmanian organisations to embed the Child and Youth Safe Standards and the Universal Principle for Aboriginal Cultural Safety.



August 2025

Participated in a **Child Safe Organisation Interjurisdictional online forum**.

Commenced the steering committee for the new Commission for Children and Young People.



September 2025

The Independent Regulator presented at the **Foster and Kinship Carers Association Tasmania Conference**.



December 2025

Finalised recruitment to 10 permanent roles at the OIR and onboarded 7 new staff.

Provided **recommendations and feedback** on a **Government Agency Child Safe Action Plan.**



November 2025

Collaborated with Volunteering Tasmania to host **4 in-person events** for volunteers involved in organisations.



October 2025

Hosted foundational and advanced **Reportable Conduct Scheme workshops** in Hobart, Launceston and Ulverstone.

January 2026

Commenced a Policy and Procedure review and provided feedback on more than 180 pages of documentation submitted by an agency subject to Public Interest Monitoring.

February 2026

Introduced a **bespoke train-the-trainer series** to address child safety risks in the Early Childhood Education and Care sector.

Commenced planning for the OIR's **Data Governance Strategy.**

March 2026

Hosted the National Interjurisdictional Forum in Tasmania with representatives from every state and territory sharing information and emerging trends in child safe regulation.

April 2026

Released the Assessment and Monitoring report on **Ashley Youth Detention Centre** which provided recommendations and actions aligned to the Child and Youth Safe Standards.

May 2026

Commenced Assessment and Monitoring program in the **Out of Home Care sector for non-government organisations.**

June 2026

Received over **200 registrations for webinars** hosted by the OIR.

Created dashboards for **Reportable Conduct data** to enhance monitoring.

Our Strategic Plan



Our Strategic Plan holds us accountable and guides our success.

Last year we focused on describing the OIR's Strategic Plan. This year we want to demonstrate how the plan is implemented throughout our everyday practices.

PEOPLE AND PARTNERS

PRACTICES AND POWERS

OIR PROCESSES

Throughout this report, you will see icons that correlate with how our Strategic Plan is upheld through our work priorities.

PARAGRAPH RELATING TO PEOPLE AND PARTNERS	PARAGRAPH RELATING TO PRACTICES AND POWERS	PARAGRAPH RELATING TO OIR PROCESSES

See OIR's **Annual Report 2024-2025** for a detailed breakdown of our Strategic Plan.



IMPACT STATEMENTS

The OIR works closely with sectors and organisations across the state. In this report, we will highlight the impact this work has on creating positive outcomes and building child safe organisations.

Legislation



Mt Field National Park, Tasmania

Overview

The *Child and Youth Safe Organisations Act 2023* (the Act) is a law that establishes a statutory mechanism that is commonly called the Child and Youth Safe Organisations Framework (the Framework).

The Framework has several components that create legal obligations for organisations to keep children safe.

The components of the Framework are:

- Child and Youth Safe Standards;
- the Reportable Conduct Scheme; and
- Information Sharing provisions.

The Framework is administered by the Independent Regulator whose functions are listed in the Act.

Each of the components of the Framework impose legal requirements on organisations to keep children safe.

The Child and Youth Safe Standards

Organisations that provide services or facilities specifically for children and young people in Tasmania are required to comply with the Child and Youth Safe Standards and Universal Principle for Aboriginal Cultural Safety. This means they must implement child-safe practices that protect the safety, wellbeing, and rights of children and young people.

These Standards help ensure organisations are accountable for creating safe environments, promoting the wellbeing of children and young people, and preventing harm.

The Reportable Conduct Scheme

The Reportable Conduct Scheme requires organisations to be transparent and accountable for matters relating to child safety.

It requires organisations to:

- report concerns about an adult worker's behaviour towards children and young people
- undertake investigations of concerns about an adult worker's behaviour
- respond to harm of children and young people in a timely and appropriate manner.

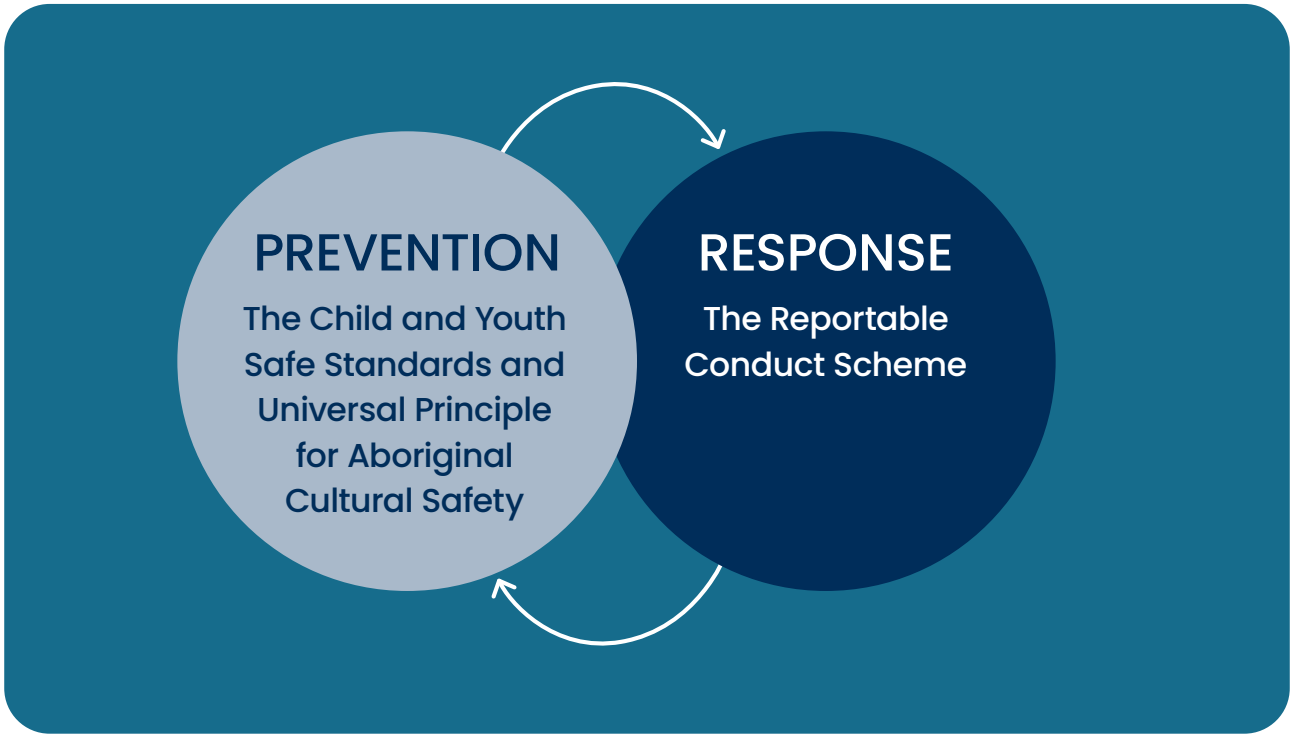
The Scheme requires the Independent Regulator to provide guidance and oversight of the investigations conducted by organisations to ensure they are being conducted appropriately and to initiate investigations in certain circumstances.

Information Sharing provisions

Information sharing provisions are key to ensuring that relevant information is lawfully shared with agencies responsible for the safety of children and to enhance collaboration across the child safety system.

The provisions aim to:

- Uphold the objects of the Framework to protect and strengthen the safety of children.
- Require, and in other cases permit types of information to be shared.
- Restrict unauthorised disclosure of certain information by putting in place confidentiality arrangements.



Legislative and Regulatory changes

Perhaps the most significant change to legislation intersecting with the OIR's work this year was the introduction of the *Commission of Children and Young People Bill 2025* passed in December 2025, and the regulatory amendment to the *Child and Youth Safe Organisations Regulation 2023*, bringing Tasmania Police service into scope in April 2026.



New Commission for Children and Young People

The *Commission for Children and Young People Bill 2025* was passed by the Tasmanian Parliament in December 2025 replacing the previous *Commission for Children and Young People Act 2016*. This new law establishes the Commission for Children and Young People to provide independent oversight and advocacy. The Commission creates two new positions including a Commissioner for Aboriginal Children and Young People and a Child Advocate.

This law is separate from the *Child and Youth Safe Organisations Act* which sets out the functions of the Regulator and will continue to be in force to give effect to the Framework. While the OIR retains separate powers and functions outlined in the *Child and Youth Safe Organisations Act 2023*, the OIR will administratively form part of the Commission. At the expiration of the term of the statutory appointment of the Independent Regulator on 21 January 2029, the role of Independent Regulator will be performed by the Commissioner for Children and Young People. The functions of the Regulator will remain in the *Child and Youth Safe Organisations Act* even after the role of the Regulator is performed by the Commissioner.

Regulatory amendment

On 1 April 2026, the *Child and Youth Safe Organisations Regulation 2023* (the Regulation) was amended by specifying that the Police Service is an entity for the purposes of the Act. This means that Tasmania Police must comply with the Child and Youth Safe Standards, Reportable Conduct Scheme and Information Sharing provisions.

OIR provided feedback on Tasmanian Legislation

This year the OIR contributed to the shaping of other Bills and models through submission papers.

This includes highlighting the role of child safety and strengthening opportunities for alignment in the following:

Teachers Registration Bill 2026

The OIR's submission considered how the proposed changes:

- align with the *Child and Youth Safe Organisations Act 2023*
- create pathways for information sharing
- strengthen definitions so organisations and workers better understand their reporting obligations.

Commission of Inquiry (Miscellaneous Amendments) Bill 2026

The OIR's submission emphasised how the proposed reforms would significantly strengthen Tasmania's child safety system through:

- strengthened information sharing
- enhanced State Service accountability
- proactive safeguarding focus

Tasmanian Youth Justice Facility Model of Care

The OIR made recommendations to strengthen the concepts in the Model of Care including:

- defining restrictive practices and therapeutic integrity
- setting out clear service and implementation standards
- putting in place requirements for staged transition periods

Plans for the Future

1. Review and respond to the implications of emerging legislative reforms to support effective implementation of child-safe regulatory settings.

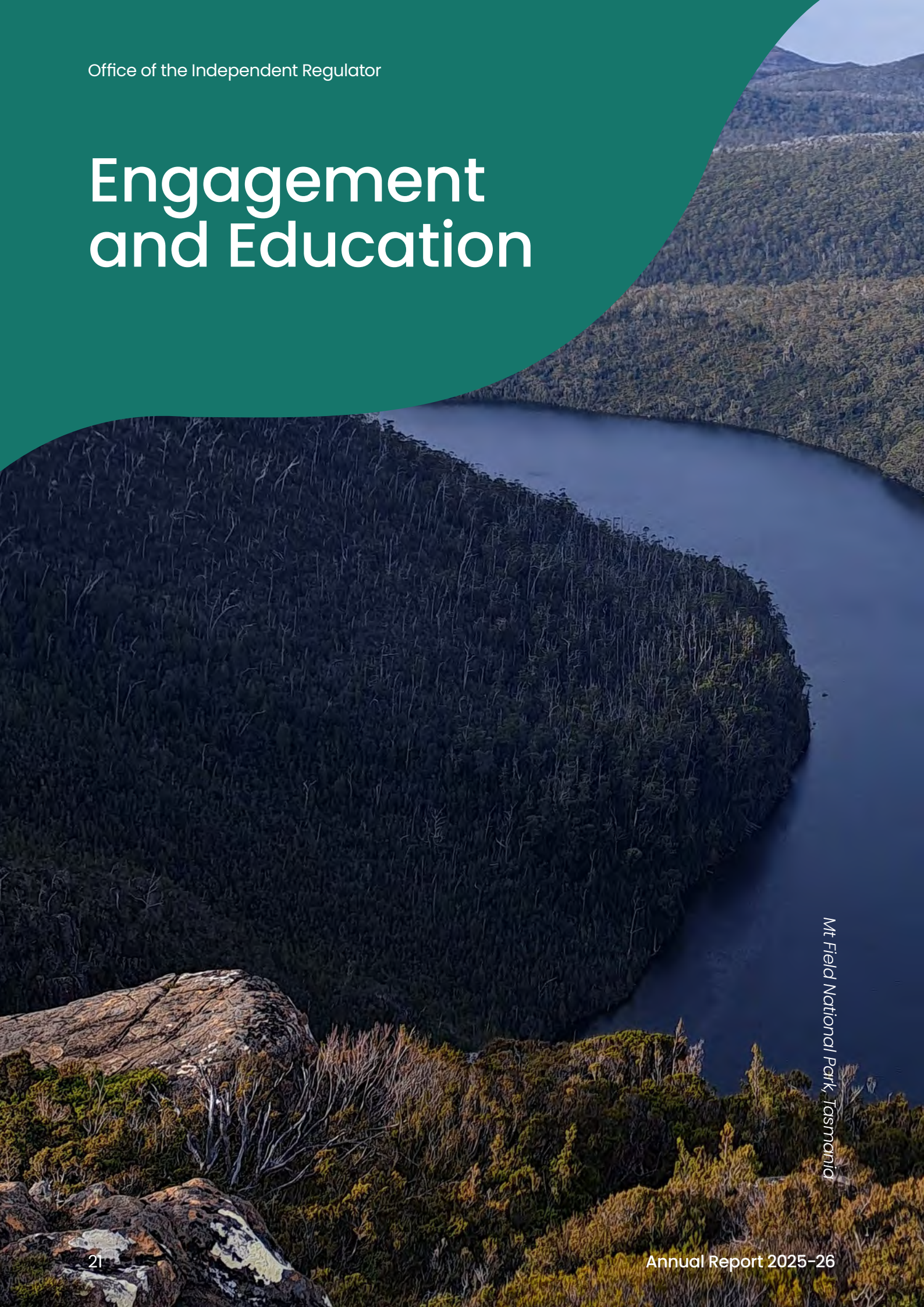
2. Enhance the strategic use of regulatory powers by broadening regulatory responses to non-compliance, including the application of penalty and infringement notices where appropriate.

3. Actively promote the ongoing evaluation of the effectiveness of the *Child and Youth Safe Organisations Act* in achieving optimum child safety outcomes and identify issues requiring legislative reform in the upcoming statutory review of the Act.

4. Provide strategic input into the implementation of the National Strategy to Prevent and Respond to Child Sexual Abuse, including consultation on future action plans and reform initiatives.

Aurora Australis, Lauderdale Tasmania

Engagement and Education



Mt Field National Park, Tasmania

THE OIR HAS REACHED

1600+
participants

OF THOSE THAT PROVIDED FEEDBACK

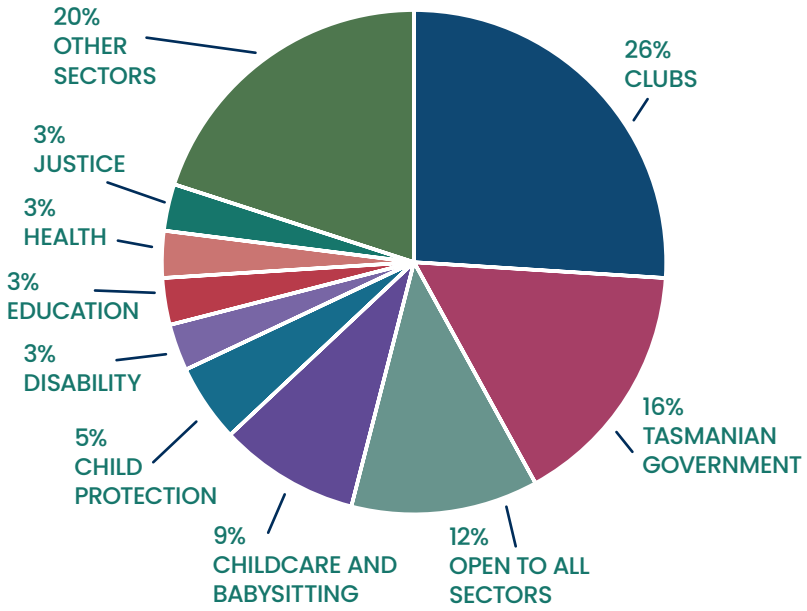


93.8%
said the presenter and information was easy to understand



90.5%
said they had a better understanding of how to implement the Child and Youth Safe Standards after the session.

THROUGH 55 ENGAGEMENTS



> *Great actionable information*

> *Brilliant - excellent content, delivered expertly! Keep up the education!*

THE OIR REACHED ORGANISATIONS WHERE THEY WERE AT THROUGH:

67% OF ENGAGEMENTS IN PERSON

33% OF ENGAGEMENTS ONLINE

DURING THIS FINANCIAL YEAR, OIR'S WEBSITE RECEIVED:

23,815 unique visitors

734 returning visitors

89,943 page views

OIR'S TOP VIEWED WEBSITE PAGES ARE:

1. Child and Youth Safe Standards
2. Resources
3. Reportable Conduct Scheme
4. Report a Concern

OIR'S TOP VIEWED RESOURCES ARE:

1. Child and Youth Safe Action Plan Workbook
2. Putting Standard 1 into Practice in your Organisation
3. Interim Compliance Guidance for Organisations
4. Annual Report 2024-2025

Engagement and Education

The Strategic Engagement team provides education and support to help organisations build the skills needed to:

- create safer environments for children and young people
- proactively embed the Child and Youth Safe Standards and Universal Principle for Aboriginal Cultural Safety
- understand their responsibilities under the Reportable Conduct Scheme

The Strategic Engagement team also monitors local and national media to identify child safety trends, key issues, and concerns raised in the community, examined through the lens of the Child and Youth Safe Framework.

Resources

The Education and Engagement strategy aimed to provide foundational resources for all organisations.

We released capability building resources which also translated common child safety risks found in specific sectors to actionable child safety plans. On our website you will find compliance guidance and resources on all Child and Youth Safe Standards, The Universal Principle for Aboriginal Cultural Safety and the Reportable Conduct Scheme.



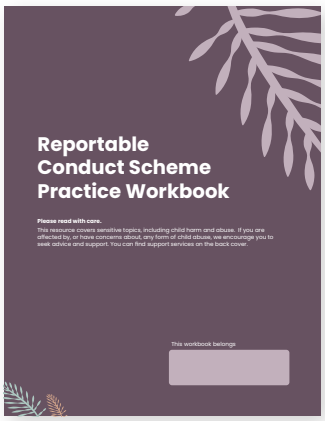
South Arm, Tasmania

Resources available on OIR's website

STANDARDS 1 - 10



REPORTABLE CONDUCT SCHEME



ACCESS THESE RESOURCES ON OUR WEBSITE

Scan the QR code or visit www.oir.tas.gov.au

Engagements

The OIR shifted focus from providing introductions to the Child and Youth Safe Organisations Framework for the general public, to supporting specific sectors to translate their compliance into practice.

The Strategic Engagement team focused on a strengths-based approach, building capability and supporting champions to enhance statewide compliance, in a range of ways including compliance advice or education sessions.

The team worked collaboratively with the Regulation and Compliance area and targeted support where it is needed most and engaged with a range of organisations and roles including:

- Senior leaders
- Board members and directors
- Safeguarding teams
- Public sector workers
- Coaches
- Parents and community members
- Volunteers and
- Peak bodies

The team worked proactively with organisations to ensure that child safety is a whole of organisation responsibility and not just one role or one person.



IMPACT:

A Non-Government Out of Home Care staff member attended our Action Plan Workshop where the OIR demonstrated how to review and reflect on risks. As a result, this staff member undertakes the same activity at every team meeting, where they review a different Standard and escalate child safety risks to their Executive team for better oversight.

OIR Engagement Initiatives

The OIR focused on areas of need, identified through local and national data, and partnered with sectors to provide tailored opportunities to learn about their obligations under the Act and engage with the OIR.

Volunteer-involving organisations

In recognition of limited resourcing and staff constraints in this sector, the OIR partnered with Volunteering Tasmania to reach 186 participants across multiple in-person volunteer-specific events.

> *Ask for help!*

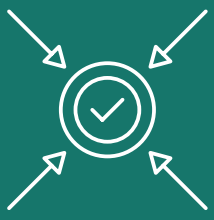
> *The OIR are with us for guidance*

Sport and Dance sectors

Through participation in the Inter-jurisdictional Consultative Group on child safety in dance and strong partnerships with Active Tasmania and Sport Integrity Australia, the OIR delivered 7 sessions tailored to the sport and dance sectors, reaching over 150 participants.

> *We all need to be accountable for inclusion and child safety*

> *Enjoyed hearing from different clubs and what they do*



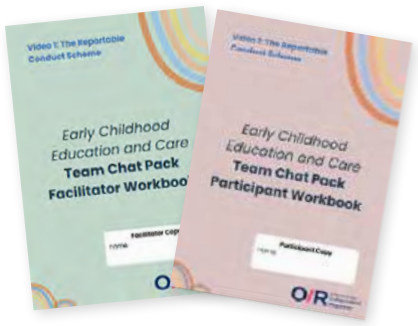
IMPACT:
A sporting organisation sought support on their reporting obligations from the OIR and developed more robust child safeguarding practices, winning them an award from a sporting body for their efforts in safeguarding.

Early Childhood Education and Care

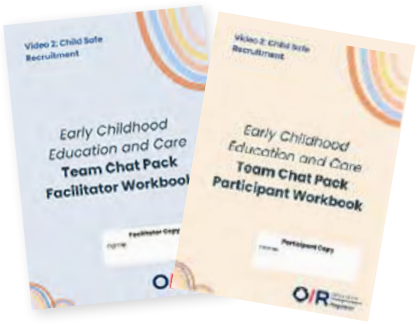
National media and legislation changes have demonstrated a need for tailored support for this sector. The OIR rolled out a multi-module “Train-the-Trainer" resource including workbooks, videos and practical guidance through webinars. This was developed with the support of peak bodies and regulators in Early Childhood Education and Care.

Train-the-Trainer resources

REPORTABLE CONDUCT SCHEME



CHILD SAFE RECRUITMENT



Youth Justice and Diversion services

The OIR identified concerns raised in the public, media and reportable conduct matters demonstrating a need for education and engagement with this high-risk sector. The OIR provided in person induction and training for workers in these services and compliance recommendations to the organisations. See the Assessment and Monitoring section of this report for further information about OIR’s work in overseeing implementation of the Child and Youth Safe Standards in youth justice settings.

Spotlight on Standard 3 – Parents and Carers

The OIR widened our remit by expanding our guidance from organisations and workers to Parents and Carers, including a webinar and resources. The OIR aims to empower families and carers to ask organisations about their child safety policies and practices and to engage with their role in *Standard 3 - Families and communities are informed and involved in promoting child safety and wellbeing.*

These engagement initiatives represent a variety of sectors and organisations that offer services for a high volume of children across our state.



IMPACT:
The OIR offered a tailored in-person engagement to school staff about The *Child and Youth Safe Organisations* Act and as a result the staff felt more confident having difficult conversations about staff conduct.

Plans for the Future

1. Expand digital engagement and reach through strategic use of social media channels and online stakeholder engagement initiatives.

2. Enhance sector capability and awareness through targeted webinars and workshops focused on child-centred complaints processes and safe physical and online environments.

3. Build organisational capability and self-sufficiency through the development of "train-the-trainer" resources to support effective implementation of the Child and Youth Safe Organisations Framework.

4. Strengthen investigation practices across in-scope organisations by co-designing accessible, practical resources and templates for reportable conduct investigations.

Aurora Australis, Lauderdale Tasmania

Embedding the Child and Youth Safe Standards in Practice

Organisations are starting to build capability and becoming champions in child safety. Some of the ways we are seeing organisations respond are:

Specialised child safeguarding and complaints management teams at large agencies.

Standard 1

A Board of Directors including Child Safeguarding and Reportable Conduct on their regular agenda.

Standard 1

A local government council's youth advisory group contributing to policy development through meaningful engagement.

Standard 2

A Facebook post to a dance school advising parents of the conduct expectations for everyone in the organisation.

Standard 3

A drama club holding a parent information night to showcase Child Safe policies and their obligations under the Reportable Conduct Scheme.

Standard 3

A sporting organisation including a statement about the importance of anti-discrimination and inclusivity in child safety in the first paragraph of its Child Safeguarding Code of Conduct.

Standard 4

A job ad in a faith-based organisation that puts their Statement of Commitment to Child Safety and zero-tolerance statement on child abuse ahead of information about the role.

Standard 5

Posters at a local community centre of who to contact with concerns, including a picture and multiple ways to contact them.

Standard 6

A government agency requiring mandatory child safe training for all volunteers and providing multiple ways to do the training.

Standard 7

A poster at a swimming centre detailing their child safe photo policy in simple terms for families and the community.

Standard 8

An organisation creating a new governance structure after child-safeguarding feedback to ensure conflicts of interest are properly mitigated.

Standard 9

The office of a senior representative reaching out proactively to the OIR for policy feedback and full staff engagement.

Standard 10

A local government council creating visual workflows for clear reporting pathways for workers with multiple reporting obligations.

Reportable Conduct Scheme

A public statement of commitment to child safety on an Aboriginal organisation's website.

Universal Principle for Aboriginal Cultural Safety

Assessment and Monitoring



Mt Field National Park, Tasmania

SINCE COMMENCEMENT

74 COMPLIANCE ADVICE RESPONSES

to Organisations about their policies and procedures

THIS YEAR

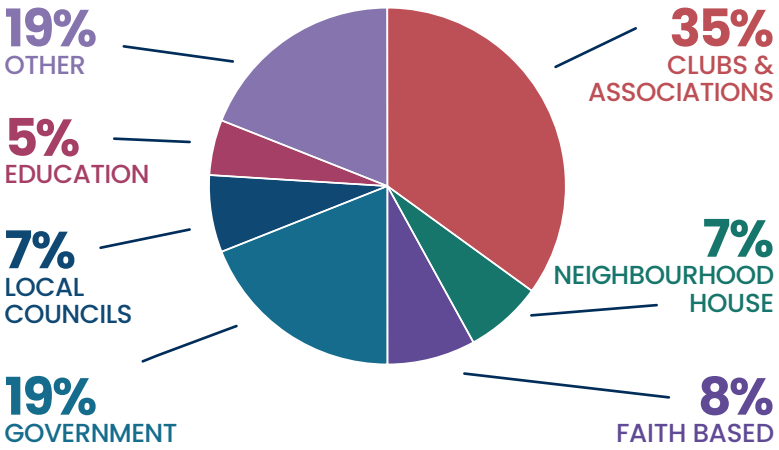
48 ORGANISATIONS RECEIVED ADVICE

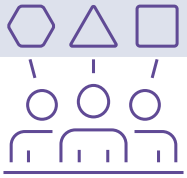
about their policies and procedures

12% of these responses were initiated by OIR

THESE RESPONSES SUPPORT A RANGE OF SECTORS INCLUDING

Completed Compliance Advice Responses by Sector





Entities most often sought support with developing or strengthening their:

- Child Safety Policy
- Codes of Conduct or
- Risk management practices

DID YOU KNOW...

There are five dimensions of risk that you should consider when developing your child safety risk management strategies.

1 ORGANISATIONAL RISKS

2 VULNERABILITY RISKS

3 STRONG LIKELIHOOD RISKS

4 ATTITUDE + BEHAVIOUR RISKS

5 ENVIRONMENT RISKS

Assessment and Monitoring

The Assessment and Monitoring team monitors how organisations in Tasmania are complying with the Child and Youth Safe Standards and the Universal Principle.

We do this by:



Providing compliance advice and guidance on policies



Undertaking assessments



Monitoring recommendations made through assessments



Identifying areas to monitor and evaluate based on data

The Assessment and Monitoring function at the OIR is in its foundational phase, with the first formal assessment and monitoring report released this year. Alongside these formal reports, the OIR regularly provides compliance advice to organisations.

We use information raised through public interest concerns, complaints or Reportable Conduct data, to provide feedback to organisations on their policies and procedures.

Guidance on Child Safe documents

Organisations can contact the OIR for support and feedback on child safe policies, procedures or frameworks. In some circumstances, the OIR requests documentation in response to public interest concerns.

A Compliance Advice Response may represent feedback on a single document or a suite of policies and procedures, depending on the organisation. The OIR takes a strengths-based approach and encourages organisations to enhance their policies to embed the Child and Youth Safe Standards as a whole-of-organisation priority.

We highlight where organisations are demonstrating good practice and provide practical suggestions on how they can build on this work or address any gaps in their policies that need addressing.

The most common responses from the OIR relate to policies connected to the following Standards:

Standard 1
- Leadership, Culture and Governance is child safe

Standard 6
- Complaints and Concerns are child focused

Standard 8
- Environments promote safety and wellbeing

Standard 10
- Policies and Procedures

The OIR consistently provided feedback on:

Embedding the Universal Principle and Including Diversity - ensuring these concepts are meaningfully integrated into policy frameworks.

Clarifying roles and responsibilities - with specific attention to the role of the Head of Relevant Entity (HRE) and their responsibilities under the Reportable Conduct Scheme.

Managing online risks - expanding risk management approaches to include emerging digital risks.

Establishing continuous improvement strategies utilising the Standards and the Scheme - articulating a proactive, ongoing improvement cycle.

IMPACT:
A team member from an Aboriginal organisation met with our team to audit their child safety risks, as a result they collaborated with the OIR to introduce and implement a Child Safe Code of Conduct that fit all the activities of their organisation.

Assessment and Monitoring of Organisational Compliance

Ashley Youth Detention Centre



The OIR released the Assessment and Monitoring report on Ashley Youth Detention Centre in April 2026.

The OIR made 10 recommendations based on Standard 1, 2, 7 and the Universal Principle for Aboriginal Cultural Safety.

The OIR highlighted the need to:

- Embed cultural safety in leadership and governance
- Create a clear system that helps staff understand what child safe policies mean in day-to-day work
- Invest in training, staff support and professional development so workers have the skills they need to provide safe, therapeutic and culturally safe care.

Since the release of the report, the OIR has observed a strong commitment from Ashley Youth Detention Centre (AYDC) and Department for Education, Children and Young People (DECYP) to progressing reform.

It is encouraging to see several of the OIR's recommendations reflected in the planning for the new therapeutic youth justice facility's Model of Care, including a stronger focus on Aboriginal cultural safety, child participation and therapeutic practice.

At the same time, the OIR continues to observe that meaningful reform is too often measured only by the development of new policies, governance arrangements and service redesign. While these are important foundations, they do not automatically translate into better experiences for children and young people.

The true measure of success is whether children experience the difference in their day-to-day lives.

This is where the Assessment and Monitoring function adds value. The OIR continues to work alongside DECYP to monitor progress, provide practical feedback and support continuous improvement. This helps bridge the gap between reform intentions and frontline practice.

Out of Home Care (OOHC)

The OIR commenced its second Assessment and Monitoring program this year. This program aims to report on sector-wide and organisation specific compliance in the OOHC sector.

Why Out of Home Care?

In Out of Home Care, highly vulnerable children are placed in closed settings with limited oversight.

The OIR has noted and raised concerns relating to:

- An upward trend in the average daily number of children in care at the start of 2025-26 financial year.
- Carer suitability including a valid Registration to Work with Vulnerable People (RWVP) and support to keep children safe through appropriate matching of children with carers.
- Risk assessments for carers who have substantiated reportable conduct allegations.

As part of the OOHC Assessment and Monitoring program, the OIR has:

- Utilised Section 18 to request child safe documents from **6 non-government organisations**.
- Started reviewing over **180 policies and procedures** for compliance with the Act.

Plans for the Future

1. Strengthen transparency and regulatory understanding by developing publicly available information on the OIR's Assessment and Monitoring approach and framework.

2. Contribute to a culture of continuous improvement within Out of Home Care services through collaborative engagement, strengths-based assessments, and by monitoring the implementation of improvement initiatives.

3. Enhance oversight of high-risk settings, including Youth Justice, by monitoring the implementation and effectiveness of OIR recommendations and proposed improvement initiatives.

4. Leverage regulatory intelligence and reportable conduct findings to identify emerging risks and inform future compliance, monitoring and intervention activities.

Aurora Australis, Lauderdale Tasmania

Regulation and Compliance



Kunanyi/Mt. Wellington, Hobart, Tasmania

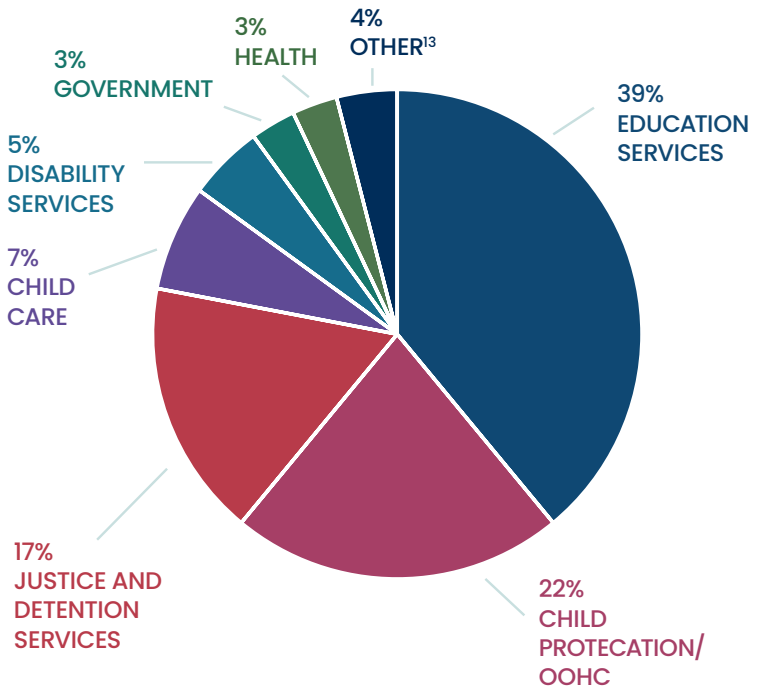
THE OIR RECEIVED

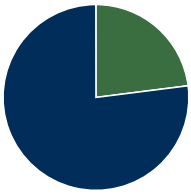
632 notifications

81% of notifications were received within the required 3 days

The OIR disagreed with an element of a reportable conduct investigation in 23% of closures for letters signed this year

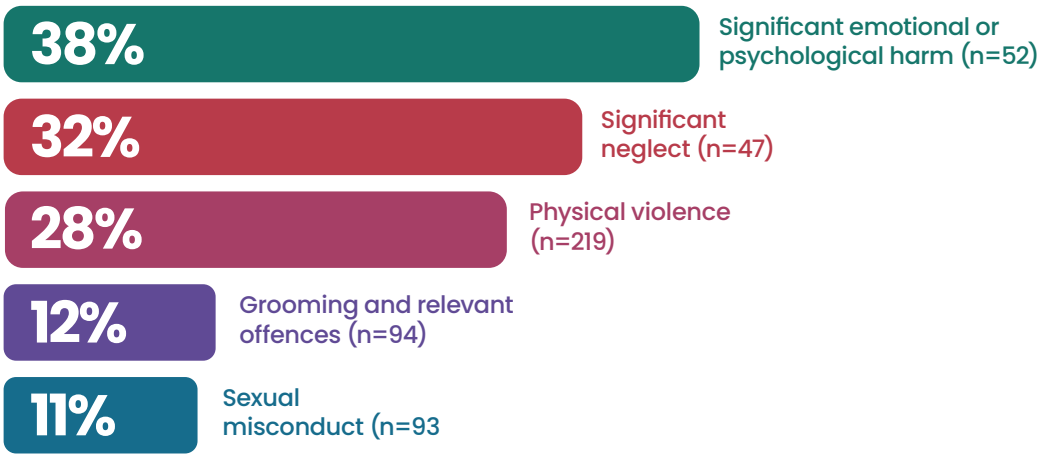
NOTIFICATIONS BY SECTOR





23% of 505 closures were substantiated

CONDUCT SUBSTANTIATION RATES



Regulation and Compliance

The Regulation and Compliance Team focuses on:



The Reportable Conduct Scheme

Overseeing notifications and subsequent investigations from organisations in jurisdiction;



Public Interest Investigations conducting the Independent Regulator's own motion investigations if it is in the public interest; and



Information Sharing using, sharing or obtaining information as directed by the Independent Regulator in circumstances set out in the Act to promote the safety and wellbeing of children and young people.

A priority for the team this year was the ongoing refinement of the intake and closure processes to improve consistency and efficiency. We improved our intake process by integrating our assessment processes for incoming information, considering new notifications, general information, and intelligence received.

This enabled more effective assessment and prioritisation of incoming information, leading to stronger regulatory oversight. During the oversight and closure process, we enhanced our approach to communicating with organisations about closure decisions and outcomes specifically, including commentary where we disagreed with the outcome, weighting of evidence or any other matter that the entity ought to be aware of in the conduct of its investigations.

In this regard, the team has focused on providing practical and actionable feedback to organisations through guidance on:

- investigation planning;
- evidence gathering;
- procedural fairness; and
- decision making.

The aim of the feedback was for organisations to apply learnings to the management of future matters and embed improvements in their organisation as well as acknowledging good practice.

Reportable Conduct Scheme (RCS) Overview

Notifications:

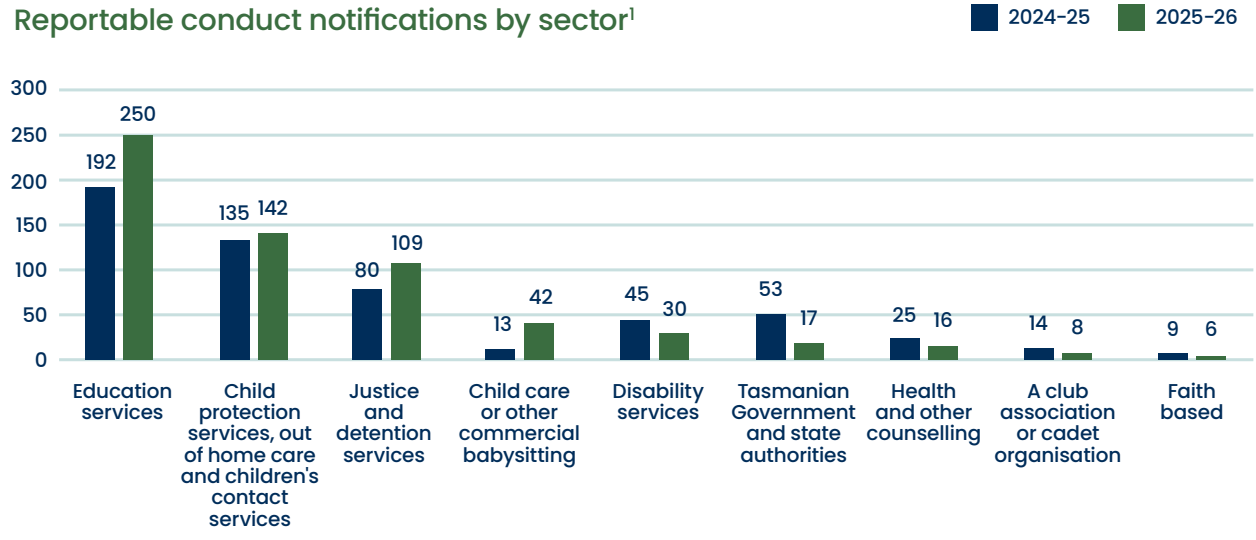
The Child and Youth Safe Organisations Act 2023 (the Act) requires that a notification is made by an organisation to the Office of the Independent Regulator about reportable allegations or reportable convictions involving a worker within 3 business days of the head of entity becoming aware of the allegation or conviction.

Overall, increases in notifications across sectors are likely to reflect an improved understanding of reporting obligations. Conversely, lower notification levels may indicate opportunities to strengthen safeguarding cultures through targeted training and awareness-raising activity.

This year the OIR received 632 notifications

The Education Services sector recorded the highest number of Reportable Conduct Notifications (RCNs). While four sectors experienced growth in notifications, Disability and Health Services recorded decreases from last year.

Reportable conduct notifications by sector[1]

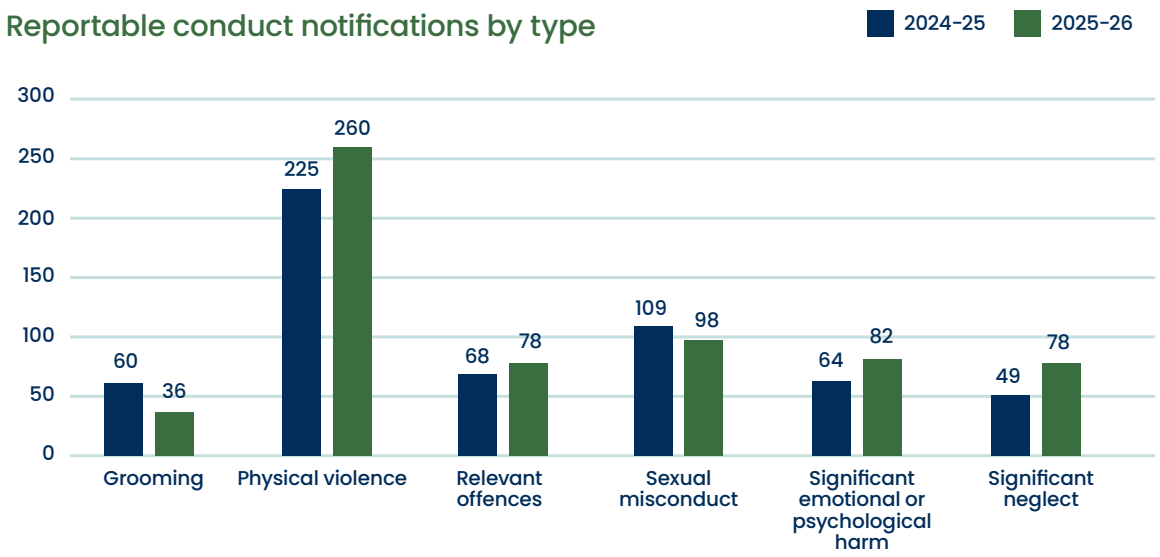


At the end of the 2025-26 financial year, 581 RCNs remained open. 70%, were received between 2025-26, with 24% received between 2024-25 and 6% between 2023-24.

Conduct types:

The most prevalent reportable conduct types during 2025-26 were:

- Physical violence - 41% of notifications received
- Sexual misconduct - 15% of notifications received



Timeliness:

Under the *Child and Youth Safe Organisations Act 2023*, entities must make a notification within 3 business days and provide an update after 30 calendar days.

81 % of notifications were received within the required 3 days

65% of updates were received within the required 30 days

The average time to receive final investigation reports was **92 calendar days**.

Workers:

The Tasmanian RCS is worker-focused with one in five workers notified to the OIR receiving more than one notification. Multiple notifications may be associated with workers in high-contact roles and challenging service environments rather than multiple separate incidents of misconduct.

There were 516 individual workers[2] who had at least one notification with 21% having more than one

Closure outcomes:

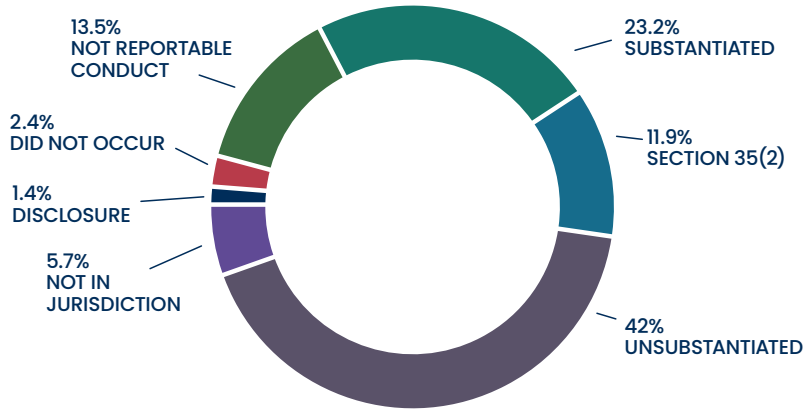
During 2025-26, **505** notifications were finalised and **632** were received, resulting in a finalisation rate of 80%.

When an organisation finalises a notification, they provide the OIR with their finding, including whether the allegation was substantiated or not.
A substantiation is reported when on the balance of probabilities reportable conduct is proven. Almost one quarter (23%) or 117 of 505[3,4] closures were substantiated by entities, with the largest remaining proportions either not being substantiated (42%) or not reportable conduct (13.5%).

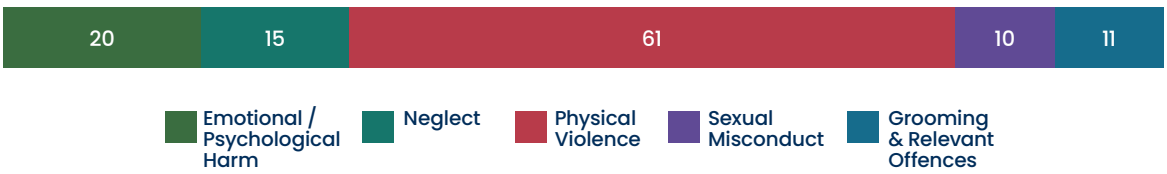
23% of 505 closures were substantiated

Over half of substantiated closures involved physical violence (52%, n=61)

Closures by Outcomes



Distribution of total substantiated closures by conduct type (n=117)



Outcome feedback

In previous years, our approach focused on educating and capability building, including in closure letters. This year we have updated our approach to provide more explicit feedback and expectations to organisations as they develop their practice and compliance with the RCS, including highlighting where we disagree.

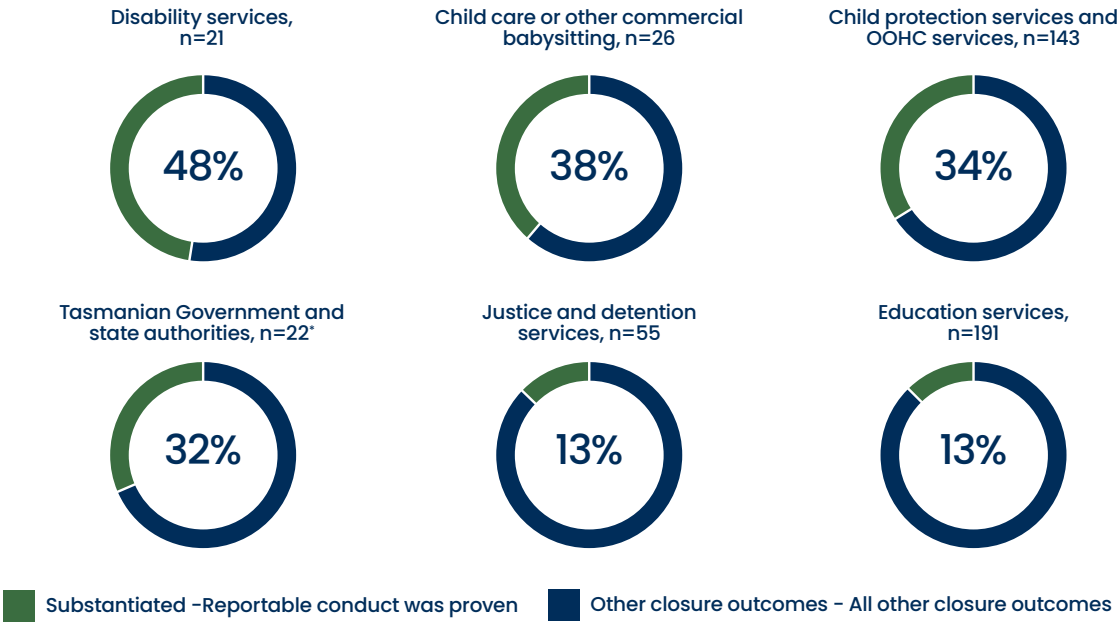
The OIR disagreed with an element of a reportable conduct investigation in 23% of closures for letters signed this year.

An element could include the scope of an investigation, how an investigation was undertaken or the finding of the investigation.

Substantiation rates

Differing substantiation rates across sectors may be reflective of variations in service environments and investigation practices, with findings determined independently by entities.[5] Accordingly, differences in substantiation rates should not be interpreted as indicators of performance or child safety risk.

Substantiation rates for key sectors



*The Tasmanian Government and state authorities, (n=22), excluding Justice and detention services and Education services.

High notifying sectors

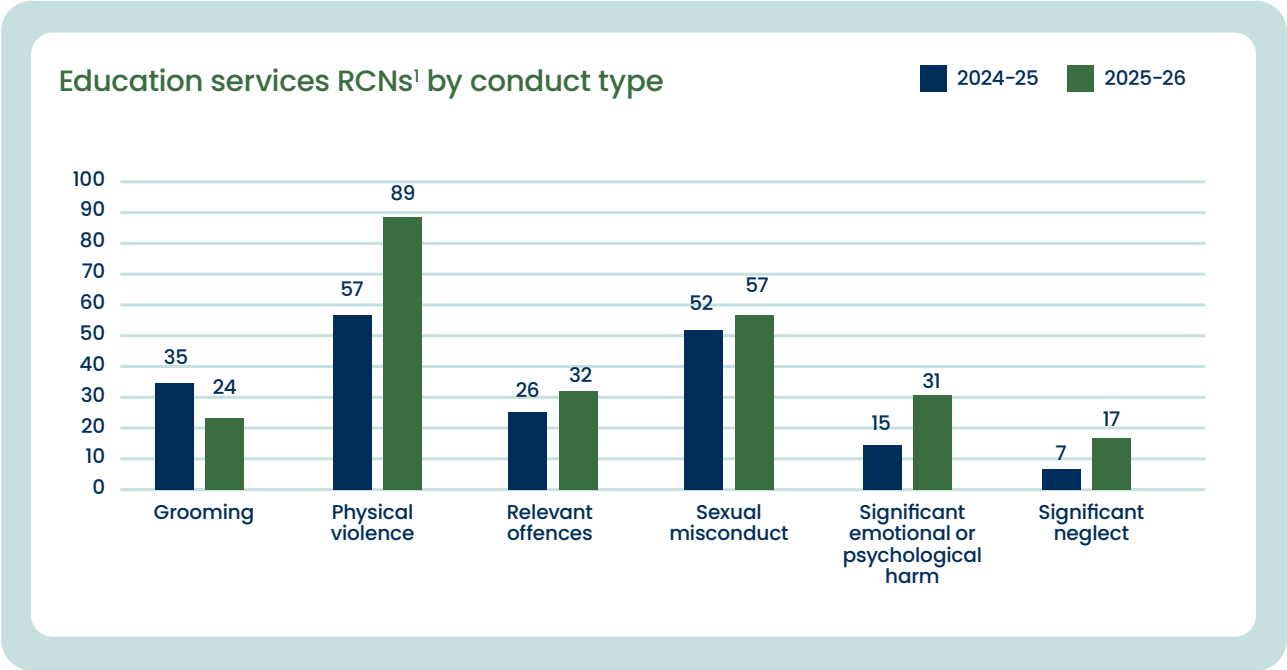
Education services

In line with other jurisdictions, Education (which includes public and private schools, vocational and tertiary education), continued to account for the largest number of notifications:

The greatest increase in notifications according to conduct type compared to last year[1] was for physical violence and significant emotional or psychological harm.

250

(39%) notifications were from Education



83% of notifications were received within the required 3 days

73% of updates were received within 30 calendar days

The average time to receive final investigation reports was **95 calendar days.**

Workers:

- There were 219 individual workers[2] who had at least one notification, with 44 having more than one.
- While a high notifying sector, the substantiation rate was relatively low, with 13% out of 191 closures being substantiated during 2025-26.

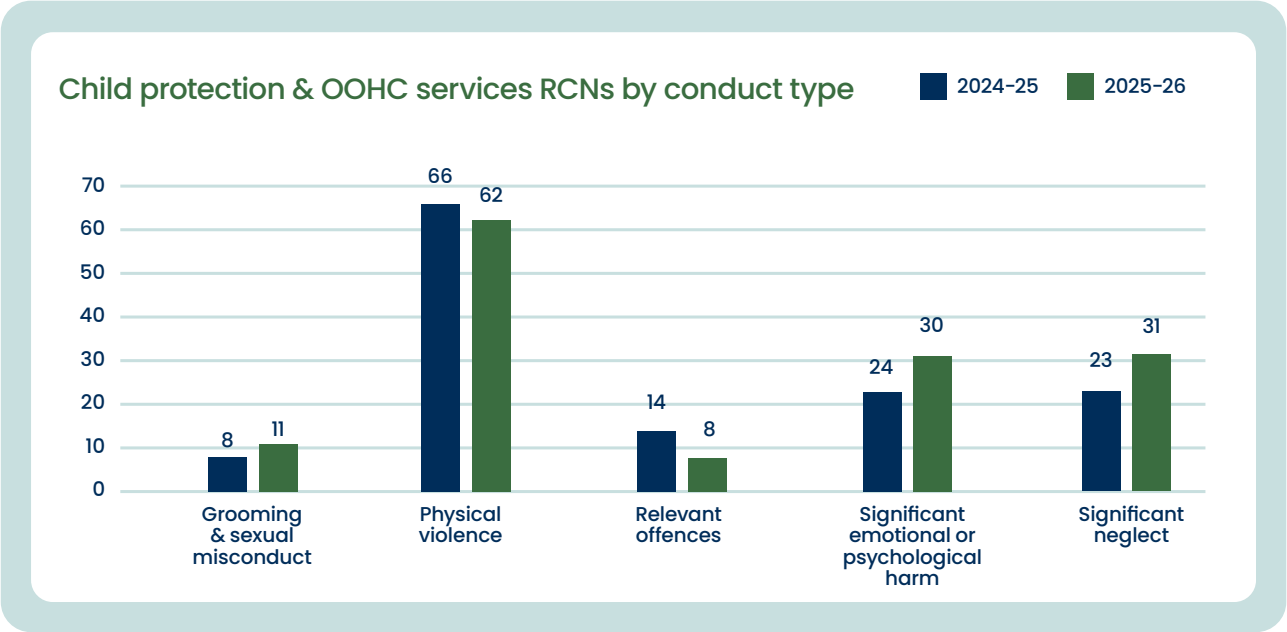
Child protection services and Out of Home Care (OOHC)

Child protection services and OOHC was the second highest notifying sector.

142

(22%) notifications were from Child protection services and OOHC

The greatest increase in notifications occurred for significant emotional or psychological harm and significant neglect[1, 6].



73% of notifications were received within the required 3 business days

54.9% of updates were received within the required 30 calendar days

The average time to receive final investigation reports was **120 calendar days.**

Workers:

- There were 130 individual workers[2] who had at least one notification, with 27 having more than one.
- The substantiation rate was higher than average for this sector with 34% (or 49) out of 143 closures substantiated during 2025-26.

IMPACT:
The Reportable Conduct Scheme has helped identify higher-risk kinship and foster care placements and highlighted concerns regarding safeguarding practices and compliance oversight. As a result, the Department for Education, Children and Young People has acknowledged these issues and the issues raised by the OIR are informing strengthened governance and reform.

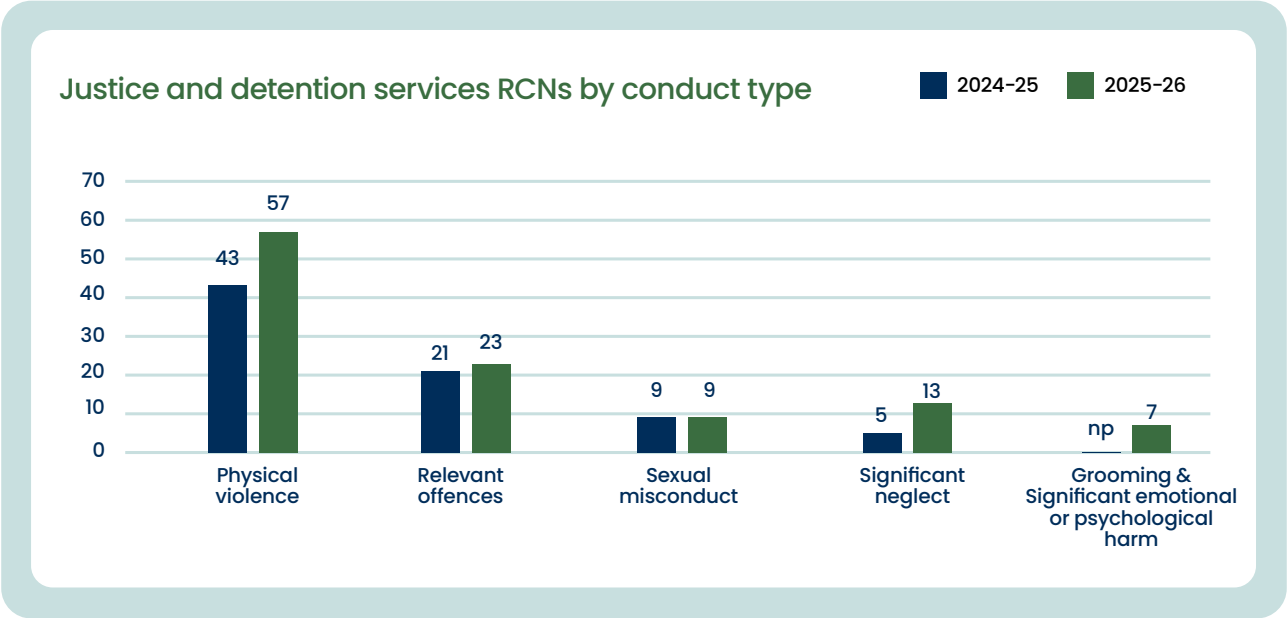
Justice and detention services

The sector with the third highest number of notifications was justice and detention services.

109

(17%) notifications were from Justice and detention services

The greatest increase in notifications occurred for physical violence and significant neglect[1, 7].



93% of notifications were received within the required 3 business days

89% of updates were received within the required 30 calendar days

The average time to receive final investigation reports was **86 calendar days.**

Workers:

- There were 48 individual workers[2] who had at least one notification, with 27 having more than one.
- The substantiation rate was lower than average for this sector with 12.7% (or 7) out of 55 closures substantiated during 2025-26.

Low notifying sectors

Childcare or other commercial baby sitting



There has been an increase in notifications received for the child care sector this year. Still, this level of reporting does not appear consistent with serious incidents reported for child care services in Tasmania (the second highest rate of all jurisdictions)[8]. The definition of a serious incident encompasses some elements that could be in scope for reportable conduct.

Serious incidents include any incidents: involving the death of a child; involving serious injury or trauma to, or illness of a child, where the attendance of emergency services was sought (or ought reasonably to have been sought); and where a child has been locked in or out, removed from the premises in contravention of regulations, or is unaccounted for.

Health and other counselling



Similarly, there has been a decrease in notifications received for the health and other counselling sector to 16 for 2025-26, from 25 for 2024-25.

This sector encompasses the Child Health and Parenting Service (CHaPS), which delivered 53,735 occasions of service in 2024–25[9].

Accommodation or residential and housing



Notifications received for the accommodation or residential and housing sector have been consistently low for 2024-25 and 2025-26, comprising a total of seven across both financial years.

As Tasmania reported a total of 480 unaccompanied children in homelessness services[10] there may be a level of under-reporting for this sector.

Next steps in Intelligence

As the Reportable Conduct Scheme matures, the OIR is developing a stronger intelligence capability that enables the identification of emerging risks and patterns of potential non-compliance across individuals and organisations.

This broader, intelligence-led approach supports earlier intervention to strengthen organisational safeguards and reduce the risk of harm to children and young people. In addition, we are actively taking steps to engage with the sectors we believe are under-reporting and directly reaching out to these sectors to ensure they are aware of their reporting obligations.

Plans for the Future

1. Increase organisational capacity for continuous improvement through enhancing feedback and regulatory guidance provided in the closure process.

2. Strengthen strategic information sharing and collaboration with regulatory partners to support coordinated oversight, and consistent and timely alerts to child safety concerns and early identification of emerging risks.

3. Enhance data governance, systems and intelligence capabilities to strengthen performance reporting, support evidence-based decision making, and demonstrate the impact of regulatory oversight.

4. Proactively communicate emerging systemic child safety risks and insights to organisations and regulators to support preventative action and organisational learning.

Aurora Australis, Lauderdale Tasmania

Information Sharing



IMPACT:
The OIR shared relevant reportable conduct information with other jurisdictions which support a coordinated response to identifying child safety concerns across states to ensure information relating to risk posed by individuals is not limited by jurisdictional borders.

Information Sharing

USE OF POWERS

On **115** occasions,

the OIR used information sharing powers formally

THIS INCLUDED

96 Reportable Conduct Closures

shared with the Registration to Work With Vulnerable People for consideration as to whether a RWVP holder requires further risk assessment.

Under the *Child and Youth Safe Organisations Act 2023*, the OIR has information sharing powers, which allows it to work with local and national partners to promote the safety and wellbeing of children.

Developing information sharing pathways to promote the safety and wellbeing of children and young people is one way that the OIR works collaboratively with partners.

Local Partnerships

In Tasmania, the OIR continued to build information sharing pathways and establish ways of working with the:

- Registration to Work with Vulnerable People
- Integrity Commission
- Ombudsman
- Custodial Inspector
- Commission for Children and Young People
- Education and Care Outcomes and Regulation
- Teachers Registration Board

The OIR continued to participate in the **Ashley Youth Detention Centre Oversight Network**. This year, the Network moved to expand its membership by including the Disability Commissioner, along with the current members of the Ombudsman, Custodial Inspector and the Interim Commissioner for Children and Young People.

Some of the successes of the Network include:

- shared approach to raising concerns about children's safety with the Department for Education, Children and Young People at Ashley Youth Detention Centre
- ability to identify trends and systemic issues across oversight bodies
- opportunities to receive briefings jointly relating to reviews and taskforce activities

National Partnerships

The OIR was pleased to host the bi-annual Australian Interjurisdictional forum in 2026.



Representatives from New South Wales, Northern Territory, Queensland, South Australia, Tasmania, Victoria and Western Australia attended in person, and Australia Capital Territory attended online.

The forum included representatives from all states and territories and focused on information sharing through presentations and discussions about:

- emerging research on how children feel safe
- best practice in reportable conduct investigations
- expert updates from the eSafety Commission, Sport Integrity Australia and the Australian Children's Education & Care Quality Authority (ACECQA)
- intersections between child safe legislation and other obligations in health, education and early childhood education and care
- own motion investigations, penalties and enforcement.

The outcomes of the forum were stronger working relationships across jurisdictions and a renewed focus on emerging research in child safeguarding in Australia.

As result of these working relationships, and since the forum, the OIR has:

- Worked collaboratively with colleagues in NSW to progress Assessment and Monitoring frameworks for assessment.
- Supported colleagues in Western Australia to progress Child Safe legislation by providing lessons from the Tasmanian context.
- Shared resources and engagement approaches across jurisdictions.

The OIR has supported the work of interjurisdictional partners, including:

- Provided guidance and feedback in the Interjurisdictional Consultative Group on child safety in Dance convened by the National Office for Child Safety.
- Took a joint approach to engagement through interjurisdictional case conferences focusing on select faith-based organisations.
- Consulted along with other states on policy settings in Sport Integrity Australia's policy template library for sporting organisations.
- Ongoing collaboration in the Child Safe Organisations Working Group to foster child safe cultures.

Plans for the Future

1. Strengthen national collaboration and influence child safeguarding priorities through participation in interjurisdictional forums and information-sharing networks.

2. Build cross-agency capability and collaboration by expanding opportunities to share training, expertise, and best practice across regulatory and oversight bodies in Tasmania.

3. Strengthen sector confidence in information sharing by developing authoritative guidance to support organisations to effectively utilise legislative provisions to share information to promote child safety across in-scope entities.

4. Drive the development, in partnership of a transformative inter-agency Information Sharing Road map that brings together key oversight, regulatory and enforcement partners to establish a cohesive framework for information sharing that strengthens collective safeguarding of children and young people.

Aurora Australis, Lauderdale Tasmania

Closing

Afterword

As I look forward to the year ahead, I know that every aspect of our work is driven to ensure that organisations that engage with children and young people in Tasmania prioritise their safety and wellbeing.

Embedding child safety is not a destination, it is an ongoing journey of reflection and continuous improvement and there is still a way to go to protect children from harm.

The OIR will maintain our focus on supporting organisations to strengthen their compliance with the Child and Youth Safe Standards in practical and meaningful ways. This work takes persistence, not perfection and cultural change will take more than compliance. We will continue to develop accessible resources, deliver education and training opportunities, and engage directly with sectors to build confidence and capability across the state.

In the Reportable Conduct Scheme, our renewed focus on targeted guidance and practical investigation tools, will support organisations to undertake and improve child-focused investigations. During the coming year, we will deepen our relationships with regulatory partners and oversight agencies to enhance information sharing and strengthen our collective responses to risk.

Improved intelligence gathering, data maturity and strategic information sharing will enhance our ability to identify emerging risks.

Our work will increasingly leverage data, intelligence and insights from investigations to identify systemic child safety risks and inform broader sector guidance.

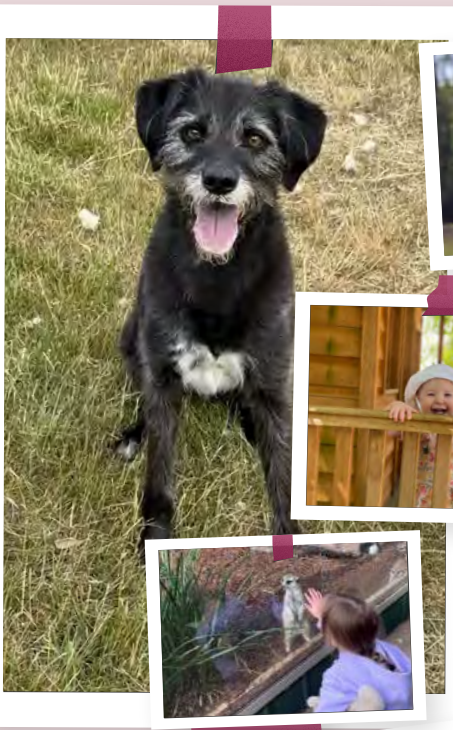
The focus for assessment and monitoring activities will be in areas where children and young people may face heightened vulnerability, particularly in the Out of Home Care sector. The year to come will see the OIR bolster our regulatory approach, considering new ways to reach organisations and expanded use of legislative powers where we see non-compliance.

We thank all those who have engaged with us throughout the year and acknowledge their commitment to this important work. The teams look forward to working together with organisations to find champions of this work and develop ways where organisations can learn from each other to promote child safety in practice.

Louise Coe

INDEPENDENT REGULATOR

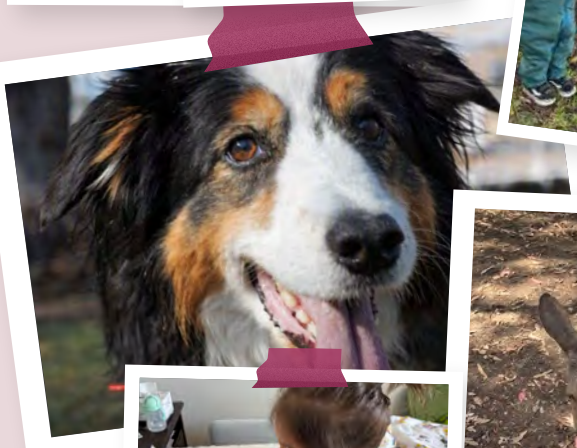
OIR Friends and Family














Appendices



Trends in reportable conduct notifications by sector

	2023-2024[1,11]	2024-2025[1]	2025-2026	Total
Education services	126	192	250	**568**
Child protection & out of home care services	69	135	142	**346**
Justice and detention services	23	80	109	**212**
Disability services	23	45	30	**98**
Tasmanian Government and state authorities	8	53	17	**78**
Child care or other commercial babysitting	5	13	42	**60**
Other[12]	17	57	42	**116**
Total	**271**	**575**	**632**	**1478**

Closure outcomes

Closure Outcome[3,4]	Count
Substantiated	117
Section 35(2)	60
Unsubstantiated	212
Not in jurisdiction	29
Disclosure	7
Did not occur	12
Not reportable conduct	68
Total	**505**

Individual workers[2]

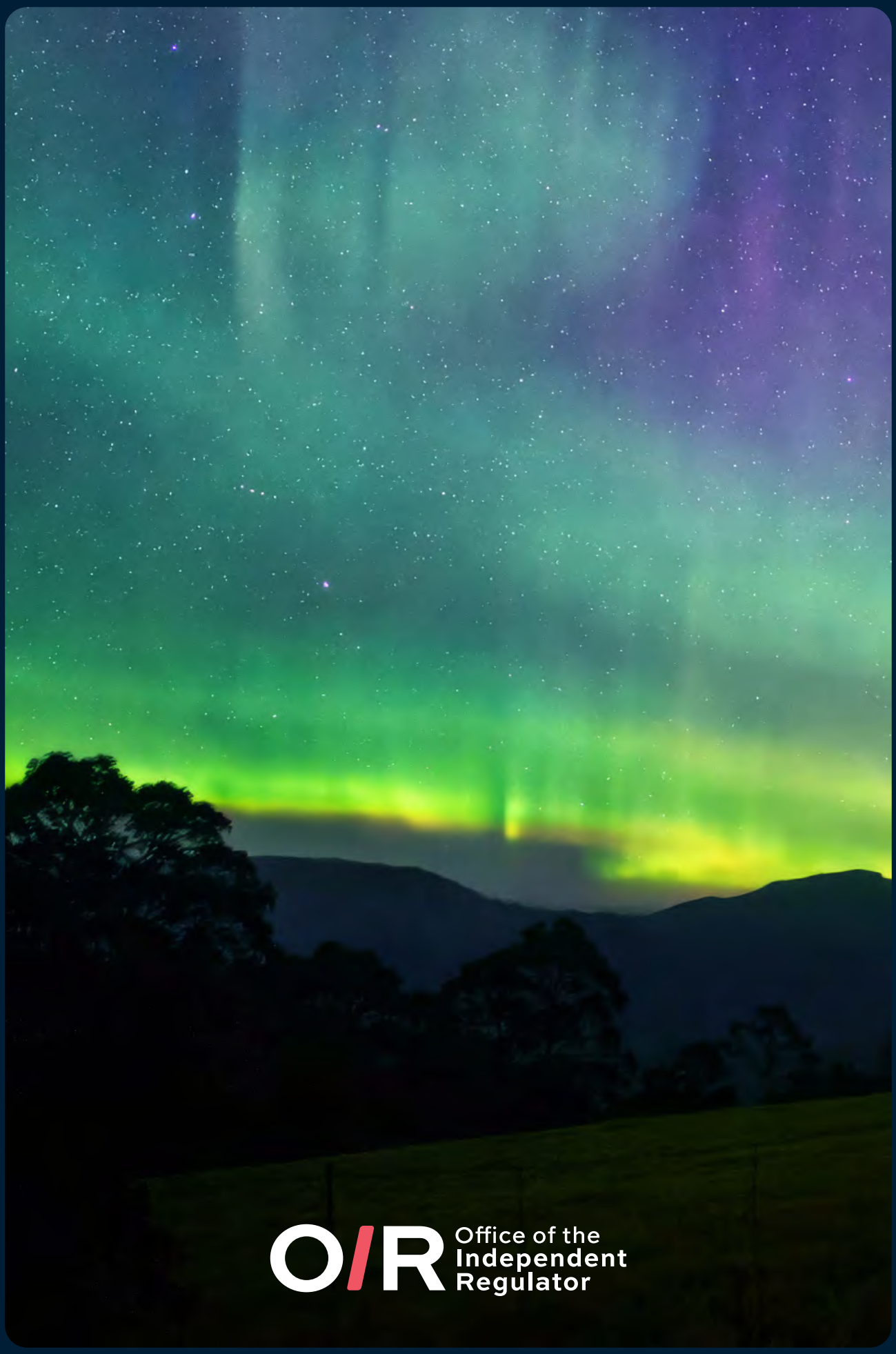
Year	Female	Male	Unknown	Total
2025-26	216	255	45	**516**
2024-25	172	252	74	**498**
2023-24	58	85	91	**234**
Total	**446**	**592**	**210**	**1248**

2025-26 Financial Summary for Annual Report[14]

OIR Financial Summary	2025-26 $'000	2024-25 $'000
Salaries and Wages	2,722	2,823
Other Employee Related Expenditure Training, Fringe Benefit Tax & Other	28	108
Information Technology Data Comms, Computer Leases, Software Licence, Mobiles & Other	130	217
Materials, Supplies and Equipment Office Equipment, Advertising, Events, Printing/ Binding & Other	42	47
Travel and Transport Inter and Intrastate Travel, Motor Vehicle Leases/ Hire & Other	35	46
Property Expenses Rent, Security, Electricity & Other	243	260
Other Expenditure Insurance, Health and Wellbeing, VOIP Calls and Usage & Other	74	79
Professional Services Consultant Fees, Case Management System, Occupational Health and Safety Advice & Other	174	297
Service Level Agreement	367	362
Total Expenditure	**3,815**	**4,240**

Footnotes

1. Total notifications received for 2023-24, 2024-25 have been revised following data remediation. Also due to continuous data entry published figures may be subject to revision.
2. Total workers reported excludes a small number for whom no subject of allegation was recorded.
3. Due to a system-based counting methodology adopted for 2025-26, closure outcome figures are not comparable to those published in prior years.
4. While closure figures predominantly represent entity outcomes, they include a small number of cases where OIR has determined that a different outcome is more appropriate based on the information gathered during the investigation.
5. Substantiation rates should be interpreted with caution and are not intended to support direct comparisons between sectors which serve diverse cohorts of children and young people.
6. The OIR has adopted a policy of not publishing small numbers less than 5 to protect confidentiality. As numbers for grooming were low, these have been combined with figures for sexual misconduct.
7. As above the OIR has adopted a policy of not publishing small numbers less than 5 to protect confidentiality. As numbers for grooming were low these have been combined with figures for significant emotional or psychological harm.
8. Early childhood education and care - Report on Government Services 2026 | Productivity Commission.
9. Department of Health Annual Report 2024-25.
10. 2023-24 Specialist Homelessness Services: feature analysis, About - Australian Institute of Health and Welfare.
11. Notification data was recorded for 6 months of 2023-24 from 1 January to 30 June 2024.
12. 'Other' is total data for low notifying sectors including Health and other counselling, a club, association or cadet organisation, faith based, accommodation or residential and housing, local council, an entity that provides a coaching or tuition service to children, and commercial services for children.
13. Other' is total data for low notifying sectors including a club, association or cadet organisation, faith based, accommodation or residential and housing, local council and entities that provide a coaching or tuition service to children.
14. There was an underspend in 2025-26 in salaries and employee related expenditures due to vacancies. During this financial year, the OIR advertised and recruited roles, as the staffing profile moved from fixed term appointments to ongoing roles. The impact of recruiting new staff had flow on effects in other areas. There was also a decision to hold off on recruitment to some administrative roles and the Deputy Regulator role in anticipation for the merger between the OIR and the Commission for Children and Young People.


O/R
Office of the
Independent
Regulator