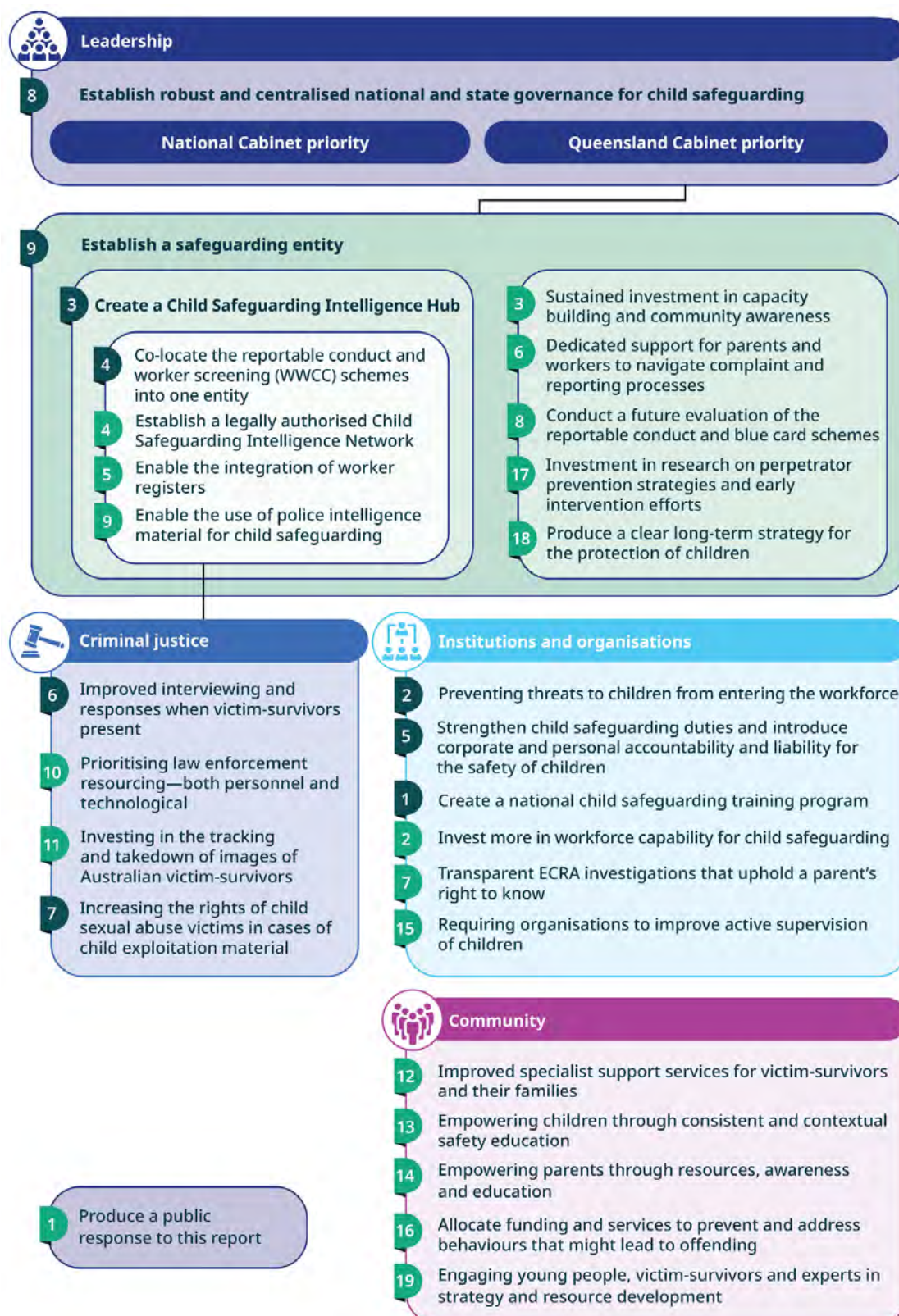


FACT SHEET - Recommendations

How the recommendations nest and integrate for an effective safeguarding system



Recommendations

Operational Recommendation 1: Produce a public response to this report

That the Australian and Queensland Governments both separately produce a public statement outlining the strategic transformation it commits to leading. This public statement should directly respond to the future system presented in Part G of this report, and include information on the planned timing, accountability and resourcing allocated to improve the prevention, detection, response and recovery from child sexual abuse.

Operational Recommendation 2: Invest more in workforce capability for child safeguarding

That the Queensland Government invest in embedding mandatory training across all child-related sectors on:

- the identification of grooming behaviours (including the grooming of organisations, colleagues, parents and victims)
- how to raise, challenge and discuss behaviours of concern
- the responsibilities of workers and organisations for child safeguarding
- best practice approaches to receiving and responding to disclosures from children.

This training should be standardised, evidence-informed, and incorporated into professional registration, accreditation, and induction processes, with regular refreshers. Such investment will ensure that child safeguarding becomes a core competency of the Queensland workforce, significantly increasing the likelihood that risks are detected early, concerns are acted upon, and children are protected from harm. Government-funded training should be positioned as a complement to, not a replacement for, sector responsibility. The expectation must remain that organisations embed safeguarding capability as part of their core duties, developing and maintaining training that reflects their specific contexts and risks.

The Queensland Government's investment, therefore, should be directed toward creating high-quality, evidence-informed programs that set a consistent baseline across sectors and provide specialist expertise that individual organisations may not be able to develop on their own. This shared infrastructure lifts standards, reduces duplication, and ensures that safeguarding knowledge is both contemporary and consistent across the state, while still holding sectors accountable for embedding and sustaining training within their workforce.

Transformational Recommendation 1: Create a national child safeguarding training program

That the Australian Government auspice the development and delivery of a compulsory and consistent online, national training program. This training should cover:

- the responsibilities of workers and organisations for child safeguarding
- the identification of grooming behaviours (including the grooming of organisations, colleagues, parents and victims)
- best practice approaches to receiving and responding to disclosures from children.

The program should be evidence-informed, designed in collaboration with child protection experts, and delivered in a format accessible to the diverse workforce engaged in child-related roles.

Each state should make completion of the training a precondition for WWCC approval, with mandatory refreshers tied to WWCC renewal cycles. This should also extend to professions exempted from the WWCC scheme (including health and teachers). By embedding safeguarding education directly into the WWCC framework, the program would establish a consistent national baseline of knowledge and capability, regardless of jurisdiction or sector. This approach would address current fragmentation across states and territories, ensuring that every adult permitted to work or volunteer with children has received contemporary safeguarding training. This should occur ahead of, and not be dependent on, national harmonisation.

The Commonwealth's role should be to develop and fund the shared infrastructure for this training, while maintaining the expectation that organisations continue to provide context-specific safeguarding education relevant to their workforces. In this way, the national program functions as a foundation: lifting standards, reducing duplication, and guaranteeing consistency, while leaving space for sector-led initiatives that respond to particular risks and settings.

Operational Recommendation 3: Sustained investment in capacity building and community awareness

That the Queensland Government extend and expand its investment in child safeguarding capability through:

- Sector and Organisation Capacity Building Grants – extending the \$2 million per annum Child Safe Organisations Capacity Building grants program for a further three years, to ensure that organisations have the resources, training, and tools needed to embed the Child Safe Standards into their operations.
 - Community Awareness Campaign – re-funding the 2024–25 investment in the child safe community awareness campaign of \$1 million for the next three years, to build broad public understanding of child safeguarding and the identification of grooming to empower parents and carers, and create a culture where communities actively support safe organisations for children.
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Transformational Recommendation 2: Preventing threats to children from entering the workforce

The Australian and Queensland governments:

- identify specific industries, such as early childcare, residential care, disability care, youth justice and boarding facilities, where they will legislate:
 - penalties for both employees and employers who do not record their employment in employee registers; and
 - penalties for employees, employers and referees for failing to disclose past employment history; concerns, complaints or investigations about the employee regarding harm or risks to children; or the reasons that employment ended
 - amend the *Fair Work Act 2009* (Cth) and other industrial and workplace laws to provide explicit protection for employers who, in good faith and based on reasonable grounds, take adverse employment action (including suspension, role reassignment, or termination) due to concerns about a worker's potential risk to children.
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Transformational Recommendation 3: Create a Safeguarding Intelligence Hub

The Queensland Government establish a Child Safeguarding Intelligence Hub: a centralised, integrated platform to collect, analyse, and act on sub-threshold indicators of concern about individuals working with children. By linking organisational, regulatory, and community reports, applying analytical risk assessment techniques, and coordinating referrals with child protection and law enforcement, the hub will enable earlier identification of potential risks, enhance transparency and accountability, and break down information silos that currently impede proactive safeguarding. The government should ensure the Child Safeguarding Intelligence Hub is resourced with sufficient staff and technological capability to link, match and analyse data across the information silos relevant to child safety.

The operation of the Child Safeguarding Intelligence Hub should transform child safeguarding from a reactive investigation to proactive risk detection approach by integrating data from regulatory systems (blue card, Reportable Conduct Scheme, sector regulators, and other vulnerable persons registers), provide accessible reporting pathways for parents, staff, and volunteers, and apply advanced analytics to identify patterns of concern and threats to children. By doing so, it will enable earlier interventions, strengthen oversight, improve community trust, and prevent harm before it escalates.

The Child Safeguarding Intelligence Hub, should be designed to sit within a statutory or government-authorised entity with robust governance, secure technology infrastructure, skilled analysts, and clear ethical and legal frameworks. The hub would:

- collect and centralise sub-threshold reports from organisations, regulators, and communities
- analyse patterns of behaviour to detect emerging risks
- coordinate referrals to child protection and law enforcement
- provide feedback and training to reporters and stakeholders.

This integrated approach will seek to overcome fragmented information flows, strengthen systemic safeguarding, and enable proactive, intelligence-led protection of children.

Transformational Recommendation 4: Co-locate the reportable conduct and worker screening (WWCC) schemes into one entity

That the Queensland Government co-locate the Reportable Conduct Scheme, Child Safe Standards and the WWCC (worker screening scheme) within a single regulatory body and enable operational integration. Placing these schemes together in one organisational structure is intended to:

- eliminate silos by ensuring intelligence about individuals is shared seamlessly, reducing the risk of fragmented information
- enable consistent decision making on risk thresholds and worker suitability, as both schemes are interpreting and acting on the same evidence base
- strengthen collaboration by leveraging shared governance, culture, and leadership, which organisational design theory shows is far more effective than coordinating across separate entities
- improve efficiency and trust by giving families, organisations, and professionals a single point of contact, creating clarity and transparency in safeguarding oversight.

By embedding these functions within one organisation, Queensland will create a more integrated, accountable, and proactive safeguarding system that maximises the value of both schemes.

Operational Recommendation 4: Establish a legally authorised Child Safeguarding Intelligence Network

That the Queensland Government progress amendments to the *Child Safe Organisations Act 2024* to establish an effective Child Safeguarding Intelligence Network. This network should provide a formal legal framework and compulsion for cross-agency intelligence sharing that:

- transforms information into intelligence by empowering agencies to collate, analyse, and share insights that reveal patterns of risk and harm to children, overcoming the current fragmentation of raw data
- provides a legal foundation for proactive, not just reactive, sharing of relevant intelligence
- overcomes existing barriers—technological, organisational/cultural, and political/legislative—by setting common security standards, developing consistent protocols, and mandating interoperability of systems
- embed collaborative practice through clear governance arrangements, defined roles and responsibilities, and formal agreements between members
- foster a culture of trust and transparency where agencies are supported and incentivised to share intelligence in the interests of the safety of children, underpinned by workforce training and professional development
- enable networked or collaborative-centralised sharing models so that intelligence is accessible across multiple relevant entities, reducing 'linkage blindness' and silo effects
- give safe access to police intelligence, especially for cases that police have determined do not reach a criminal threshold, to decision makers in the WWCC and reportable conduct schemes.

A legislated Child Safeguarding Intelligence Network will provide Queensland with the capability to identify emerging threats, connect otherwise isolated threads of information, and ensure agencies can act on a shared, accurate picture of risk. It will transform the current information-sharing environment into a proactive intelligence system that strengthens the capacity of government and non-government organisations to protect children.

Operational Recommendation 5: Enable the integration of worker registers

That the Queensland Government lead structural reform by consolidating employee registers and enabling linkage or matching with the Working with Children Check (WWCC) register and the reportable conduct register. Existing state and federal employee registers should be incorporated into the scheme where possible, including the early child care worker register, disability worker register, teacher worker register and the proposed residential care worker register. This will provide a central point of accountability for worker screening and safeguarding intelligence. This reform should be supported by two critical sub-elements:

- Interoperability standards: Develop and adopt shared data standards and interoperability protocols across all worker registers relevant to child and vulnerable person safeguarding. This will enable timely information flow across systems and jurisdictions, ensuring that risks identified in one setting are visible to all others.
 - National coordination mechanism: Advocate for, and actively participate in, the creation of a national safeguarding register clearinghouse with authority to reconcile clearance and misconduct information across states, territories, and sectors. This clearinghouse would ensure that adverse findings or suspensions in one jurisdiction or sector are automatically recognised and acted upon in others, eliminating loopholes and enabling intelligence-led prevention.
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Operational Recommendation 6: Dedicated support for parents and workers to navigate complaint and reporting processes

That the Queensland Government ensure the Reportable Conduct Scheme is funded to meet demand, and that additional resources and authority is provided to enable the Reportable Conduct Scheme to establish dedicated support for parents, carers, workers, and volunteers to make and navigate complaints and reporting processes across organisations, regulators, and the police.

Operational Recommendation 7: Transparent ECRA investigations that uphold a parent's right to know

The Queensland Government should strengthen regulatory expectations and, where appropriate, legislated obligations, for ECEC services to inform parents and carers when a reportable conduct investigation is being undertaken that relates to a service provider or centre their child attends. This requirement should:

- ensure transparency while balancing privacy and procedural fairness
- encourage holistic, child-focused investigations that examine patterns, systemic issues, and environmental factors rather than treating incidents in isolation
- promote earlier disclosures from children, parents, and staff by fostering a culture where raising concerns is safe, valued, and acted upon
- replace practices that prioritise secrecy 'to avoid panic', which can limit accountability and inadvertently allow offenders to continue harmful behaviour.

Embedding this expectation will normalise transparency, reinforce organisational accountability, and strengthen the effectiveness of the Reportable Conduct Scheme, signalling that the safety of children is always paramount.

Operational Recommendation 8: Conduct a future evaluation of the reportable conduct and blue card schemes

That the Queensland Government conduct a comprehensive review of the state's key child safeguarding frameworks—including the risk-based Working with Children Check (blue card) system, the Child Safe Organisations Act, and the Reportable Conduct Scheme—in 2028-29. This review should assess whether recent reforms are operating as intended, identify any gaps or unintended consequences to the operation of the new schemes, and provide evidence-based recommendations for improvements to strengthen accountability, reduce risk, and ensure that the child safeguarding system effectively protects children across all sectors. With specific reference the review must:

- consider the operation of the blue card system within the broader safeguarding system
- consider the operation of the Reportable Conduct Scheme and its effectiveness in preventing, detecting and responding to child sexual abuse.

The review should assess scheme uptake, operational challenges, and whether its broad legislative definition supports timely detection, intervention, and organisational accountability for preventing, detecting and responding to child sexual abuse.

Operational Recommendation 9: Enable the use of police intelligence material for child safeguarding

The Queensland Government should legislate a clear obligation for police to share key contextual information from investigations that do not lead to a prosecution with a relevant child safeguarding authority (WWCC, reportable conduct or the child safeguarding body). This information should include details of complaints, observed behaviours, investigative findings, and other relevant contextual data. This obligation should ensure that:

- a decision not to prosecute does not result in lost intelligence or missed opportunities to identify threats and emerging risks
- a centralised safeguarding body—either BCS, the Reportable Conduct Scheme, or a dedicated child safeguarding entity—can assess risk, detect patterns, and take protective action that the police information, especially the information gained from child interviews, witness interviews and suspect interviews, is used to protect children

Implementing this requirement will strengthen Queensland's safeguarding system, close information gaps, and ensure that all available intelligence contributes to keeping children safe.

Operational Recommendation 10: Prioritising law enforcement resourcing—both personnel and technological

The Queensland and Australian governments take immediate action to ensure that law enforcement agencies have the resources, tools, and capabilities necessary to proactively protect children from sexual abuse and exploitation. Specifically:

1. **Resourcing frontline investigations:** The Australian Federal Police (AFP) and Queensland Police Service (QPS) should increase the capacity for Child Protection and Investigation Unit (CPIU) Joint Anti-Child Exploitation Teams (JACET) and Victim Identification Units to ensure timely and effective investigations, including the ability to execute more warrants and analyse electronic evidence without delay.
2. **Technological parity:** The Queensland and Australian governments should review and reform procurement, policy, and funding arrangements to ensure police departments have rapid access to technology and analytical tools equivalent to, or ahead of, those used by perpetrators of child sexual abuse. This must include AI-assisted analysis, digital forensics software, and secure cloud storage solutions.
3. **Integrated safeguarding approach:** These measures should be part of a broader, coordinated strategy to embed law enforcement as a fully supported pillar within Queensland's child safeguarding system, complementing regulatory, oversight, and intelligence mechanisms.

Both governments should publish this resourcing to ensure that organisational drift does not occur and that the public can monitor changes in resourcing over time.

Transformational Recommendation 5: Strengthen child safeguarding duties and introduce corporate and personal accountability and liability for the safety of children

That the Australian Government commence a national reform to strengthen and harmonise child safeguarding laws across jurisdictions, embedding corporate responsibility and liability for child safety in the same way that Work Health and Safety laws now apply to worker safety so that Commonwealth laws include enforceable corporate duties of care for child safeguarding, and significant penalties for organisations, their board and their leaders where safeguarding failures result in sexual abuse or exploitation or expose children to serious risk of harm. Such a scheme is to include the appointment of child safeguarding officers in medium sized organisations and above, and the explicit inclusion of child safeguarding within risk management plans and performance reporting.

While this occurs the Queensland Government should strengthen its own state-based legislation, including the *Child Safe Organisations Act 2024*, to introduce the above corporate and personal liabilities, duties and incentives for boards, owners, and workers to implement safeguarding practices as a requirement for operating a child-related business.

Transformational Recommendation 6: Improved interviewing and responses when victim-survivors present

The Queensland Government improve its response to victims of child sexual abuse through the adoption of principles and approaches aligned with the Child Advocacy Centre and Barnhaus models. This new approach should ensure that victim-survivors of child sexual abuse (and their parents or guardians) are protected and supported, and that any further trauma throughout the justice process is minimised. This investment should include piloting a specific Child Advocacy Centre or Barnhaus service at multiple sites in Queensland.

Transformational Recommendation 7: Increasing the rights of child sexual abuse victim-survivors in cases of child exploitation material

The Queensland and Australian governments both implement legislative reforms to enable the use of victim impact statements in cases involving CEM ensuring that these statements are attached to the specific images and are admissible in all related legal proceedings regarding those images. This approach would allow victim-survivors to provide their impact statements once, while ensuring that each perpetrator hears their voice.

Furthermore, both the Queensland and Australian governments should introduce legislative reforms that enable the use of community impact statements in CEM cases.

Queensland and Australian governments should collaborate with international partners to establish mechanisms that:

- allow victim-survivors from other countries to submit victim impact statements in cases where Australian perpetrators are charged with accessing, possessing or distributing CEM depicting them. This could be facilitated through intermediaries such as Project Arachnid, ensuring that the voices of international victim-survivors are heard and considered in Australian courts
 - allow Australian victim-survivors to submit Victim Impact Statements for use in international jurisdictions where perpetrators are charged with accessing, possessing, or distributing material depicting Australian children. These statements could be submitted through intermediaries such as Project Arachnid or other appropriate mechanisms, ensuring that the voices of Australian victim-survivors are heard and considered in foreign courts.
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Operational Recommendation 11: Investing in the tracking and takedown of images of Australian victim-survivors

That the Australian Government either enter a formal partnership with Project Arachnid or invest in a similar initiative within Australia (under the leadership of the eSafety Commissioner or the Australian Centre to Counter Child Exploitation) to combat the proliferation of CEM and protect the future rights of Australian children who have been abused.

Operational Recommendation 12: Improved specialist support services for victim-survivors and their families

The Queensland Government undertake a review of its current investment in sexual abuse counselling and support services, and establishes a centrally coordinated, dedicated funding allocation specifically for responding to child sexual abuse. This funding should ensure:

- trauma counselling is available to children and parents at the point of disclosure and throughout court processes
- adolescent mental health support is accessible for children as they transition into adolescence
- adult survivors of child sexual abuse have access to ongoing therapy and support across their life-course in acknowledgement that the impact of child sexual abuse can reappear at key life events
- eligibility criteria and service coverage are equitable, removing postcode, age, or relational barriers that currently limit access
- investment is strategically coordinated across agencies to create a seamless, statewide network of trauma-informed services, replacing the current fragmented patchwork.

This approach will embed lifelong, consistent support for victim-survivors and families, and strengthen Queensland's overall child safeguarding framework.

Operational Recommendation 13: Empowering children through consistent and contextual safety education

That the Australian and Queensland governments mandate the delivery of a structured child safety and protective behaviours curriculum across all schools, drawing on best-practice programs to ensure that every child receives consistent knowledge and skills to recognise, respond, and report unsafe situations.

Operational Recommendation 14: Empowering parents through resources, awareness and education

That the Queensland Government funds the production of key communication materials for parents and caregivers, which are available in settings frequently accessed by families. These materials are to provide accessible, evidence-based child safety education resources, and that early childhood education and care settings actively make information available to parents on:

- protective behaviours
- recognising grooming (including grooming of parents, organisations and children)
- identifying signs of distress, and
- responding to disclosures.

This initiative should be supported by a coordinated strategy across providers of health services, early childhood services, and neighbourhood centres to ensure parents receive consistent, practical and actionable guidance to safeguard children in both home and care settings.

Operational Recommendation 15: Requiring organisations to improve active supervision of children

The Queensland Government use its regulatory and oversight schemes to require all ECEC sites to develop their own unique proactive Safeguarding Plan with a specific focus on active supervision. Each plan should include:

- clear and published active supervision staff ratios that are transparent regarding under-the-roof, and rest-break calculations
- ensuring policies, training and built environments make it unusual for any worker to be alone with vulnerable children, with clearly defined exceptions and reporting requirements
- embedding risk management processes that require incidents, near misses, or deviations from supervision protocols to be reported to senior management and oversight bodies
- using CCTV not as a substitute for active supervision but as a complementary tool to verify compliance, deter misconduct, and support investigations where this is appropriate and the negative consequences are addressed.

This integrated contextual approach will ensure that surveillance—both human and technological—is part of a culture that prioritises child safety, promotes accountability at all organisational levels, and effectively prevents harm.

Operational Recommendation 16: Allocate funding and services to prevent and address behaviours that might lead to offending

That the Australian Government ensure ongoing funding and support for evidence based early intervention programs aimed at preventing child sexual abuse, particularly those that provide confidential support, public education, and guidance for adults concerned about their own thoughts or behaviours. Funding should be sufficient to enable expansion of outreach, maintain phone and online counselling services, and deliver consistent awareness campaigns.

This should include continued funding and support of the Stop It Now! Australia program, recognising its current role in preventing child sexual abuse through early intervention, public education, and confidential support for adults concerned about their own thoughts or behaviours.

Programs such as these help communities and individuals access preventative support before harm occurs and should be considered a core component of Queensland's child safeguarding strategy.

Transformational Recommendation 8: Establish robust and centralised national and state governance for child safeguarding

To ensure the protection of children from abuse and neglect is treated as a matter of the highest national priority, it is recommended that the Australian and Queensland Governments immediately establish dedicated and enduring governance mechanisms for children and child safeguarding. This must include:

- formally establishing clear Ministerial accountability and a permanent Ministerial Council on Child Safeguarding as a standing committee of National Cabinet, providing a cross-jurisdictional mechanism for driving coordinated national policy, sharing critical intelligence, and progressing nationally consistent child safeguarding legislation and systemic reform, including the outstanding recommendations from the Royal Commission
- making the safety of children an explicit priority within the Queensland Cabinet process (by establishing a dedicated Cabinet Sub-committee charged with overseeing the state's responses to child abuse and neglect, ensuring accountability across portfolios, and embedding a whole-of-government approach to preventing harm and supporting recovery).

This governance reform is essential to elevate child safeguarding to a national and state leadership level, enable urgent system improvements, and ensure that past failures to protect children are not repeated.

Operational Recommendation 17: Investment in research on perpetrator prevention strategies and early intervention efforts

That the Queensland Government invest in a dedicated research program to inform targeted prevention strategies and early intervention efforts, along with the translation of research findings into key messages that can be shared with organisations, frontline workers and parents. This research should examine:

- the behaviours and attitudes of perpetrators of child sexual abuse
 - risk and protective factors across different population groups, places and settings
 - pathways into offending, including developmental, relational and situational factors
 - the role of online environments and digital grooming in facilitating child sexual abuse
 - the effectiveness of current community education and prevention campaigns in shaping public awareness and protective behaviour
 - barriers that prevent children and families from recognising or disclosing sexual abuse
 - the characteristics and impact of organisational environments that enable or deter abuse
 - factors that support early identification and rehabilitation of individuals at risk of offending
 - emerging trends and changes in the behaviours, conduct and prevalence of offending.
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Operational Recommendation 18: Produce a clear long-term strategy for the protection of children

That the Queensland Government develop and implement a long-term child-centred safeguarding strategy that places the safety of children at the centre of government planning and decision making. The strategy should:

- be framed on the prevent, detect, respond and support themes emerging from this report
- integrate intelligence, oversight, prevention, and response across all relevant government departments, regulators, and programs
- recognise the critical role of parents, caregivers, and communities in protecting children and strengthening protective environments
- shift the focus from children as secondary participants to active consideration of emerging threats, including sexual abuse, exploitation, neglect, and systemic risks
- embed clear accountability and leadership mechanisms to ensure coordination, transparency, and continuous improvement across the child safeguarding system
- be adaptive and evidence-informed, incorporating emerging research, technological change, and evolving social contexts to ensure enduring effectiveness
- promote a culture of proactive prevention, early intervention, and continuous learning, ensuring children's safety remains a central and measurable outcome across all government functions.

This strategy should serve as a generational blueprint for child safeguarding in Queensland, replacing fragmented, short-term approaches with a sustained, coordinated, and accountable framework designed to protect children from harm into the future.

Operational Recommendation 19: Engaging young people, victim-survivors and experts in strategy and resource development

That the Queensland Government establish an Expert Advisory Panel of young people and individuals with lived experience of child sexual abuse to inform the development, implementation, and ongoing evaluation of the Child Safeguarding Strategy. The panel should:

- be actively involved in shaping strategy priorities, policies, and programs
 - provide insights on emerging risks, reporting pathways, and effective prevention and intervention approaches
 - operate with appropriate safeguards, support, and recognition of participants' wellbeing
 - ensure lived experience informs decision making at all stages, creating a child- and victim-survivor-centred approach
 - contribute to the evaluation of the strategy's effectiveness, providing feedback on its relevance, accessibility, and impact from the perspective of young people and victim-survivors.
 - Engaging this panel will ensure that Queensland's child safeguarding system is authentic, accountable, and responsive to the needs and realities of those it is designed to protect.
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Transformational Recommendation 9: Establish a safeguarding entity

That the Queensland Government legislate to establish a new safeguarding entity to provide a central point of leadership, accountability, and coordination for child and vulnerable person safeguarding. This entity should consolidate related regulatory and safeguarding functions and act as the system's intelligence hub, ensuring Queensland moves from fragmented responses to a unified, proactive safeguarding system.

By addressing these areas, systems can bridge the gaps that currently compromise the safety of children. An integrated approach ensures that all levels of society are working together towards the common goal of preventing and responding to child sexual abuse.

Our key recommendations across our safeguarding framework

	Transformational Recommendations	Operational Recommendations
 Leadership layer Shape the environment in which child sexual abuse is prevented, detected, responded to, and recovered from	8 Establish robust and centralised national and state governance for child safeguarding 9 Establish a child safeguarding entity	1 Produce a public response to this report 16 Allocate funding and services to prevent and address behaviours that might lead to offending 17 Investment in research on perpetrator prevention strategies and early intervention efforts
 Criminal justice layer Investigate, prosecute, and deter child sexual abuse offenders	6 Improved interviewing and responses when victim-survivors present 7 Increasing the rights of child sexual abuse victim-survivors in cases of child exploitation material	10 Prioritising law enforcement resourcing—both personnel and technological 11 Investing in the tracking and takedown of images of Australian victim-survivors
 Oversight layer Detect risks and enforce legislative protections	3 Create a Child Safeguarding Intelligence Hub 4 Co-locate the reportable conduct and worker screening (WWCC) schemes into one entity	4 Establish a legally authorised Child Safeguarding Intelligence Network 5 Enable the integration of worker registers 6 Dedicated support for parents and workers to navigate complaint and reporting processes 8 Conduct a future evaluation of the reportable conduct and blue card schemes 9 Enable the use of police intelligence material for child safeguarding
 Institutional and organisational layer Ensure children are safe while conducting business and providing services	2 Preventing threats to children from entering the workforce 5 Strengthen child safeguarding duties and introduce corporate and personal accountability and liability for the safety of children	2 Invest more in workforce capability for child safeguarding 7 Transparent ECRA investigations that uphold a parent's right to know 15 Requiring organisations to improve active supervision of children
 Community layer Build protective social environments	1 Create a national child safeguarding training program	3 Sustained investment in capacity building and community awareness 12 Improved specialist support services for victim-survivors and their families 13 Empowering children through consistent and contextual safety education
 Family layer Protect children		14 Empowering parents through resources, awareness and education 18 Produce a clear long-term strategy for the protection of children 19 Engaging young people, victim-survivors and experts in strategy and resource development