

Recognise it. Report it.

What is reportable conduct?

Under the Reportable Conduct Scheme, the head of an organisation must notify the Queensland Family and Commission (the Commission) when a reportable conduct allegation or conviction is made.

Reporting to the Commission does not replace other reporting obligations, such as mandatory reporting, police notifications or sector-specific requirements.

Organisations must also take immediate steps to assess and manage risks to children while the matter is being investigated.

Child sexual offences

A child sexual offence is any sexual act that is done to, with, or in front of a child. It is a crime, and it does not have to involve physical contact.

This might look like:

- sexual assault or sexual activity involving a child
- making, sharing or possessing child exploitation material
- indecent treatment of a child, including sexual touching or sexual images
- grooming a child or their family to facilitate sexual abuse.

Sexual misconduct

Sexual misconduct is behaviour that is sexual in nature but does not meet the threshold of a criminal offence. It is still serious and can cause harm to a child.

This might look like:

- making sexual comments, jokes or innuendo
- engaging in inappropriate or unnecessary physical contact
- discussing sexual topics with a child
- behaviour that blurs professional boundaries between an adult and a child.

Ill-treatment

Ill-treatment is behaviour that is clearly unfair, inappropriate, unreasonable, cruel or harmful to a child. It may occur as a single incident or as part of an ongoing pattern.

This might look like:

- humiliating, verbally abusing or repeatedly degrading a child
- using harsh, inappropriate or harmful discipline
- unfairly treating a child because of their race, culture, disability, religion or gender
- using force, intimidation or restrictive practices in a way that causes harm, fear or distress.



Physical violence

Physical violence is the use or threat of physical force against a child without a lawful reason. It can be deliberate or reckless and may cause harm or fear.

This might look like:

- hitting, punching, kicking, pushing or spitting on a child
- using excessive force or inappropriate restraint
- threatening a child with physical harm
- acting aggressively in a way that intimidates or frightens a child.

Significant emotional or psychological harm

Significant emotional or psychological harm occurs when a worker's behaviour seriously affects a child's mental health, emotional wellbeing or development.

This might look like:

- repeatedly bullying, humiliating or ridiculing a child
- intimidating or threatening a child, causing ongoing fear or distress
- consistently ignoring, rejecting or isolating a child
- racist, discriminatory or harassing behaviour that harms a child's sense of identity, belonging or wellbeing.

Significant neglect

Significant neglect is a serious failure to meet a child's basic needs, safety or wellbeing. It may occur as a single serious incident or through repeated failures over time.

This might look like:

- physical neglect — where a child's basic physical needs are not met
- emotional neglect — where children do not receive the emotional support, care, and encouragement they need
- supervisory neglect — where a worker doesn't give a child the supervision they need to stay safe
- educational neglect — where a child's learning needs are not met.

What behaviour does not need to be reported?


Under the Child Safe Organisations Act, behaviour that is reasonable and appropriate for disciplining, managing or caring for a child is not reportable conduct.

Learn more

For detailed guidance, reporting templates and practical resources, visit the Queensland Family and Child Commission's website:



 qfcc.qld.gov.au

 07 3900 6000

What happens when reportable conduct is identified?

If a concern about reportable conduct is raised, organisations must:

- assess and manage any risk to children
- investigate allegations or information about the conduct
- support the safety and wellbeing of children involved
- take appropriate action in response to findings
- notify the Commission in accordance with Reportable Conduct Scheme requirements.

Report a concern

To report a concern, visit qfcc.qld.gov.au