



## AUSTRALIAN MATHS TRUST

AMT Responding to Abuse Policy	
<b>Policy Number:</b> 18RAP	<b>Effective date:</b> 21 June 2019
<b>Policy Owner:</b> AMTT Ltd Board	<b>Policy Custodian:</b> AMT CEO
<b>Date of last review:</b> March 2025	<b>Date of next review:</b> May 2026
<b>Other relevant policies/guidelines:</b> AMT Safe Community Policy AMT Risk Management Policy AMT Work Health and Safety Policy	Professional Behaviour and Guidelines (Workers) Guidelines for Responding to Concerns or Disclosures of Abuse

Definitions	
<b>AMT community member</b>	Is a child or young person who is registered or participating in a program or event organised by AMT, or a member of staff or volunteer involved in AMT programs or events.
<b>Child</b>	A person who is under the age of 12 years.
<b>Child abuse</b>	Any act of omission or commission that endangers or impairs a child's physical, sexual or emotional health and development
<b>Safe organisation</b>	Discharges duty of care by taking all reasonable steps to keep all in its care emotionally and physically safe, including from physical, sexual, emotional abuse (including bullying) or neglect.
<b>AMT Program or event</b>	This includes all residential camps, overseas trips and student workshops but does not include students sitting an AMT contest in their own school or at an examination hub.
<b>Staff member</b>	Is a member of staff, including tutors and mentors, paid or volunteer.
<b>Volunteer</b>	A volunteer is a person working for the AMT in an unpaid capacity. Note that all AMT volunteers are screened and must have a valid Working with Vulnerable People check (or equivalent) prior to commencement.
<b>Young person</b>	A person who is over 12 years but under 18 years.

## Purpose

This policy sets out the key principles behind the Australian Mathematics Trust's handling of disclosures or concerns regarding abuse.

## Scope

This policy applies to all AMT community members and staff.

This policy interacts with several other AMT policies, protocols and guidelines including

- Code of conduct (students)
- Professional behaviour and guidelines (workers)
- Risk Management Policy
- Work Health and Safety Policy

This policy applies to information, concerns or disclosures in relation to current and /or historical abuse against a participant in Australian Mathematics Trust (AMT) activities whether about a child or adult.

## Policy Principles

### 1. Our Commitment:

AMT does not tolerate abuse of any kind. We all have a responsibility to report our concerns and disclosures of abuse. AMT requires all staff and volunteers to exercise ethical responsibility to report any concerns or disclosures of abuse, regardless of their role or what jurisdiction they work in.

Our commitment is to provide a policy for AMT staff and volunteers to respond in a pastorally appropriate way to concerns or disclosures of abuse occurring during AMT activities, whilst fulfilling the requirements of government statutory bodies and AMT policy documents. This policy outlines the response processes required when there are disclosures or concern of harm in relation to members of the AMT community. It is consistent with child protection and all related legislation across all jurisdictions of Australia (Attachment 1).

### 2. Overarching principles:

In implementing this policy, we undertake to:

- a) Exercise our primary concern for the care and welfare of those who **have suffered abuse during AMT activities**<sup>1</sup>, or who report abuse suffered elsewhere during an AMT activity, and strive to provide **appropriate support**<sup>2</sup> for them,
- b) Fulfil our legislative requirements in reporting to statutory bodies when dealing with current concerns or disclosures of child abuse,
- c) Support those who have suffered abuse to report criminal abuse to the police, or where this is not possible, report the disclosures to police in accordance with legislative requirements.
- d) Enact the *AMT Complaints Management Policy & Procedure* where concerns or disclosures involve AMT staff or volunteers, except in the case of child abuse (see below)

### 3. Reporting Abuse of a child or young person

- a) Regardless of whether or not a [worker is a mandatory reporter in their](#) jurisdiction, AMT requires all staff and volunteers to report concerns or disclosure of harm to children (or historical abuse reported by adults relating to their participation in an AMT activity). Appropriate contacts in each state and territory are given in the attachment below.



**AUSTRALIAN MATHS TRUST**

- b) The websites given below provide more advice on how to respond if you become aware of an instance of child abuse. You should immediately report any concerns but it is not your job to investigate the claim.

<https://www.childsafety.gov.au/about-child-sexual-abuse/how-respond-child-sexual-abuse-disclosure>

<https://aifs.gov.au/resources/resource-sheets/mandatory-reporting-child-abuse-and-neglect>

- c) If you need help in making a determination about reporting child abuse, contact your executive or the AMT CEO.

---

<sup>1</sup> **Abuse during AMT activities** means that whilst being a community member of AMT or attending an AMT event or program provided by AMT or engaging with AMT personnel within the context of their professional or vocational role, the person has suffered physical, sexual or emotional abuse

<sup>2</sup> **Appropriate support** is determined in consultation with the person who has suffered abuse and may include, but is not limited to: provision of a pastoral support person, professional counselling, support with police, and/or AMT process and a care and assistance package



**AUSTRALIAN MATHS TRUST**

**Attachment 1 – Reporting requirements across all Australian jurisdictions.**

**NOTE:**

If you have any questions or concerns about a student, contact the AMT CEO as soon as possible to discuss on (02) 6201 2440 or CEO@amt.edu.au. If your concern is about the AMT CEO, contact the AMT Board Chair.

Jurisdiction	Who needs to report?	What needs to be reported?	Statutory Agency
ACT	Doctors; dentists; nurses; enrolled nurses; midwives; teachers; a person providing education to a child or young person who is registered for home education; police; counsellors of children; workers at child care centres; coordinators or monitors of home-based family day care; public servants who work with children and young people or families; the public advocate; an official visitor; a person who, in the course of the person's employment, has contact with or provides services to children, and is prescribed by regulation.	A belief, on reasonable grounds, that a child or young person has experienced or is experiencing sexual abuse or non-accidental physical injury; and the belief arises from information obtained by the person during the course of, or because of, the person's work (whether paid or unpaid).	Community Services Directorate  Child and Youth Protection services: 1300 556 729 / <a href="http://www.communityservices.act.gov.au">www.communityservices.act.gov.au</a>



## AUSTRALIAN MATHS TRUST

NSW	A person who, in the course of his or her professional work or other paid employment delivers health care, welfare, education, children's services, residential services or law enforcement, wholly or partly, to children; and a person who holds a management position in an organisation, the duties of which include direct responsibility for, or direct supervision of, the provision of health care, welfare, education, children's services, residential services or law enforcement, wholly or partly, to children. From 24 January 2010, mandatory reporters use the Mandatory Reporter Guide to help with decision making.	Reasonable grounds to suspect that a child is at risk of significant harm; and those grounds arise during the course of or from the person's work.  Physical abuse, sexual abuse, emotional/psychological abuse, neglect & exposure to family violence	Department of Family and Community Services.  Child Protection Helpline: 132 111  Mandatory Reporter Guide, visit: <a href="https://reporter.childstory.nsw.gov.au/s/">https://reporter.childstory.nsw.gov.au/s/</a>
QLD	An authorised officer, employee of the Department of Child Safety, a person employed in a departmental care service or licensed care service; A doctor or registered nurse	Awareness or reasonable suspicion: of harm caused to a child placed in the care of an entity conducting a departmental care service or a licensee of harm caused to a child placed in the care of an entity conducting a departmental care service or a licensee	Department of Child Safety Brisbane: 1300 682 254 Central QLD: 1300 703 762 Far North QLD: 1300 684 062 Ipswich: 1800 316 855 North Coast: 1300 703 921 North QLD: 1300 706 147 South East: 1300 679 849 South West: 1300 683 390 After Hours: (07) 3235 9999 or Freecall: 1800 177 135 <a href="http://www.childsafety.qld.gov.au">www.childsafety.qld.gov.au</a>



## AUSTRALIAN MATHS TRUST

	Doctors; pharmacists; registered or enrolled nurses; dentists; psychologists; police officers; community corrections officers; social workers; teachers; family day care providers; employees/volunteers in a government department, agency or instrumentality, or a local government or non-government agency that provides health, welfare, education, sporting or recreational, child care or residential services wholly or partly for children; ministers of religion (with the exception of disclosures made in the confessional); employees or volunteers in a religious or spiritual organisations.	Reasonable grounds that a child has been or is being abused or neglected; and the suspicion is formed in the course of the person's work (whether paid or voluntary) or carrying out official duties: Physical abuse Sexual abuse Emotional/ psychological abuse Neglect	Department for Child Protection  Child Abuse Reporting Line (CARL): 13 14 78 - 24 hour service.  Department for Child Protection: <a href="https://www.childprotection.sa.gov.au">https://www.childprotection.sa.gov.au</a>
TAS	Registered medical practitioners; nurses; dentists, dental therapists or dental hygienists; registered psychologists; police officers; probation officers; principals and teachers in any educational institution; persons who provide child care or a child care service for fee or reward; persons concerned in the management of a child care service licensed under the Child Care Act 2001; any other person who is employed or engaged as an employee for, of, or in, or who is a volunteer in, a government agency that provides health, welfare, education, child care or residential services wholly or partly for children, and an organisation that receives any funding from the Crown for the provision of such	A belief, suspicion, reasonable grounds or knowledge that: 1. a child has been or is being abused or neglected or is an affected child within the meaning of the Family Violence Act 2004; or 2. there is a reasonable likelihood of a child being killed or abused or neglected by a person with whom the child resides 3. Physical abuse Sexual abuse Emotional/psychological abuse 4. Neglect 5. exposure to family violence	Department of Health  Child Safety Services: 1300 737 639  Dept. of Health: <a href="http://www.health.tas.gov.au">http://www.health.tas.gov.au</a>



## AUSTRALIAN MATHS TRUST

	services; and any other person of a class determined by the Minister by notice in the Gazette to be prescribed persons.		
NT	Any person with reasonable grounds	A belief on reasonable grounds that a child has been or is likely to be: a victim of: physical abuse, sexual abuse emotional/psychological abuse, neglect, exposure to physical violence (e.g., a child witnessing violence between parents at home).	Territory Families Child Abuse Hotline: 1800 700 250 NT Government website: <a href="https://nt.gov.au/law/crime/report-child-abuse">https://nt.gov.au/law/crime/report-child-abuse</a>
VIC	Registered medical practitioners, registered nurses, a person registered as a teacher under the Education, Training and Reform Act 2006 or teachers granted permission to teach under that Act, principals of government or non- government schools, and members of the police force.	Belief on reasonable grounds that a child is in need of protection on a ground referred to in Section 162(c) or 162(d), formed in the course of practicing his or her office, position or employment: physical abuse or sexual abuse.	Dept. of Families, Fairness and Housing Eastern 1300 360 391 Southern 1300 655 795 Northern 1300 664 977 Western (Rural/Regional) 1800 075 599 Western (Metropolitan) 1300 664 977 After hours - 13 1278 <a href="http://services.dffh.vic.gov.au">http://services.dffh.vic.gov.au</a>
WA	Court personnel; family counsellors; family dispute resolution practitioners, arbitrators or legal practitioners representing the child's interests.  Licensed providers of childcare or outside-school- hours care services.  Doctors; nurses and midwives; teachers; and police officers.	Reasonable grounds for suspecting that a child has been abused, or is at risk of being abused; ill-treated, or is at risk of being ill-treated; or exposed or subjected to behaviour that psychologically harms the child. Allegations of abuse, neglect or assault, including sexual assault, of an enrolled child during a care session. Belief on reasonable grounds that child sexual abuse has occurred or is occurring	Department for Child Protection and Family Support Tel. (08) 9222 2555 Country free call: 1800 622 258 a/h: (08) 9223 1111 or 1800 199 008 <a href="http://www.dcp.wa.gov.au">http://www.dcp.wa.gov.au</a>

<b>DOCUMENT VERSION CONTROL</b>			
<b>VERSION NUMBER</b>	<b>DATE</b>	<b>CHANGES</b>	<b>STAFF MEMBER</b>
1.0	3.4.18	New	Nathan Ford
2.0	20.6.18	Approved	AMT Board
3.0	6.6.19	Minor revisions – clarification of definitions and alignment with Safe Community Organisation definitions; clarification under ‘Our Commitment’ and ‘Overarching principles’	M Evans, A McNamara, J Bament, AMT CEO
4.0	21.11.19	Minor revision – Change from ‘AMT Board to ‘AMTT Ltd Board’	Nathan Ford
5.0	23.2.21	Minor revision 2(d) – change from “AMT Protocol for Responding to Allegations of Misconduct or Protocol for Addressing Grievances” to “AMT Complaints Management Policy and Procedure”	Nathan Ford
6.0	March 2025	Change to AMT member definition. Minor changes, grammatical and formatting. Added attachment 1 to the document. New links put in for Tas and Vic	HR Manager/CEO