



Commissioner for Children and Young People
Western Australia

Annual Report 2024-25





Acknowledgement of Country

The Commissioner for Children and Young People proudly acknowledges and pays respects to the Traditional Custodians of the lands and waters across Western Australia and acknowledges the Whadjuk people of the Noongar nation upon whose lands the Commissioner's office is located.

She recognises the continuing connection to culture, lands, skies and waters, families and communities for all Aboriginal peoples. The Commissioner and her team also pay their respects to all Elders, past and present and emerging leaders.

They recognise the knowledge, insights and capabilities of Aboriginal people, and pay respect to Aboriginal ways of knowing, being and doing.

Photographs of children and young people

All photographs featured in this annual report are of Western Australian children and young people and have been taken by or for the Commissioner for Children and Young People's office, with appropriate consents given. All artworks featured are created by WA children and young people.

Quotations from children and young people

A selection of quotations is included in this report on relevant topics. The quotations are generally unedited to ensure the voice of the child or young person is authentically represented. Editing has only been done where necessary for clarity, understanding or for confidentiality. In this instance any changes or omissions have been marked with square brackets or an ellipsis (...).

Alternative formats

Alternative versions of this report are available. Please contact the Commissioner's office on 6213 2297, countrywide free call 1800 072 444 or info@ccyp.wa.gov.au



Click here
to email the Commissioner

Special acknowledgment

The Commissioner would like to thank Ms Tracey Ninnette, who stepped into the role for a six-week period in April when the Commissioner had to take personal leave.

Publication date: September 2025



A note about language

Prior to colonisation Aboriginal people primarily communicated through oral use of language. They were well versed in multiple languages to converse with surrounding groups for different contexts and responsibilities dependant on where you were located. Seasonal movement was quite common for hunting, gathering and other related responsibilities and language was often expressed through various forms of art, dance, songs and storytelling. The written form of language arose from the interpretation of Aboriginal words were captured by historical documentation and non-Aboriginal linguists who relied on western interpretation of sounds. This created various forms of spelling of Aboriginal words which can differ and are often accepted and recognised. For example, Noongar, Nyungar, Noongah.

For the purposes of this report, the term 'Aboriginal' encompasses Western Australia's diverse language groups and also recognises Torres Strait Islanders who live in Western Australia. The use of the term 'Aboriginal' in this way is not intended to imply equivalence between Aboriginal and Torres Strait Islander cultures, though similarities do exist.

Statement of compliance

Hon. Alanna Clohesy MLC
President of the Legislative Council

Hon. Stephen Price MLA
Speaker of the Legislative Assembly

Annual Report of the Commissioner for Children and Young People 2024-25

In accordance with section 61 of the Financial Management Act 2006, I hereby submit to Parliament for information the Annual Report of the Commissioner for Children and Young People for the year ending 30 June 2025.

The Annual Report has been prepared in accordance with the provisions of the Financial Management Act 2006 and the Commissioner for Children and Young People Act 2006.



Jacqueline McGowan-Jones
Commissioner for Children and Young People Western Australia

10 September 2025

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Message from the Commissioner

Each year, as we reflect on our progress and challenges, we are reminded of the importance of listening to and acting in the best interests of children and young people.

The Commissioner for Children and Young People Act 2006 outlines guiding principles to be observed in our work:

Children and young people are entitled to live in a caring and nurturing environment and to be protected from harm and exploitation.

The contributions made by children and young people to the community should be recognised for their value and merit.

The views of children and young people on all matters affecting them should be given serious consideration and taken into account.

Parents, families and communities have the primary role in safeguarding and promoting the wellbeing of their children and young people and should be supported in carrying out their role.

There is no doubt most children and young people in Western Australia live in supportive, caring environments. However, there continues to be an increase in the numbers of children and young people experiencing poverty, homelessness, poor health and mental health, and in contact with the child protection and criminal justice systems. There are increasing challenges for children and young people in accessing the necessary services and supports – particularly in outer-metro, regional and remote parts of the State.

I have witnessed both resilience and vulnerability among children and young people this year. We continue to see the cost-of-living pressures felt across families and communities, which can lead to disengagement from social circles including education.

Over the past year, I have continued to advocate for the rights, safety, and wellbeing of every child and young person in WA. From engaging directly with communities to influencing policy at the highest levels, our focus remains firmly on ensuring that children and young people are heard, valued, and supported to thrive.

Our work has centred on amplifying young voices, challenging inequities, and working collaboratively to create environments where all children can feel safe, connected, and hopeful about their future.

I am proud of what we have achieved but I also recognise how much more needs to be done. This report is not just a record of our activities – it is a call to action.

During the year, I had medical leave for six weeks. During this time, the Governor of Western Australia appointed Ms Tracey Ninnette as Commissioner for Children and Young People. I extend my heartfelt thanks and appreciation to Commissioner Ninnette for her passion, commitment and drive during her time in the office.

I extend my sincere thanks to every child and young person who shared their story with us, and to the dedicated adults working tirelessly on their behalf. Together, we must remain steadfast in our commitment to upholding the rights and dignity of every child and young person in Western Australia and supporting them to grow up healthy, happy and safe.

Jacqueline McGowan-Jones
Commissioner for Children and Young People WA

“

Our childhood will be different and you have to cater to it not to your old childhood.”

12 year old





Oversight of the Office of the Commissioner for Children and Young People

The Commissioner for Children and Young People is an independent statutory authority established under the *Commissioner for Children and Young People Act 2006* (the Act). The Act outlines the functions and role of the Commissioner, including reporting and accountabilities.



Click here
to find out more about the
Commissioner's role

Under Part 6 of the Act, the Commissioner must prepare Annual Reports each year, and it must include financial information as required by the *Financial Administration and Audit Act 1985*. This process provides for oversight of the activities of the Commissioner.

There is also a Joint Parliamentary Standing Committee for the Commissioner for Children and Young People, established under Section 51 of the Act. The function of the Joint Standing Committee is to:

- (i) Monitor, review and report to Parliament on the exercise of the functions of the Commissioner for Children and Young People;

- (ii) Examine Annual and other Reports of the Commissioner; and

- (iii) Consult regularly with the Commissioner

The Joint Standing Committee provides reports to the Legislative Assembly and the Legislative Council in this regard.

The Joint Standing Committee was dissolved in early 2025 due to the election held in March 2025. During the 2024-25 financial year the Committee met with the Commissioner to review the Annual Report and the work of the Commissioner.

Oversight is also provided by the Estimates and Financial Operations Committee, particularly through Budget Estimates Hearings and approval of the budget appropriation to the Commissioner. The Hearings also discuss the compliance with the Key Performance Indicators determined by Treasury for the Office of the Commissioner for Children and Young People and which are reported in the Annual Report. The Commissioner has again exceeded the Key Performance Indicator targets in 2024-25.

The Commissioner appeared at Estimates Budget Hearings in 2024-25 and responded to all queries raised. The appropriation was approved.



2024-25 snapshot

11,670



Western Australian children and young people consulted on issues that affect them

More than 10,000 of those were in-person consultations, with the remainder online via surveys or digital submissions.

Speaking Out Survey in 2025

we are travelling the State and had consulted with more than 9000 children and young people by 30 June 2025, with more to come in the next financial year.

15

Submissions to state and federal inquiries



More interaction with children and young people

through community events, school visits, surveys and a regional Listening Tour in the Mid West.

Strong focus on youth justice



with the release of 'Hear Me Out: inquiry into implementation progress for Banksia Hill's Model of Care instruction' report which involved consultation with 43 juvenile detainees at Banksia Hill Detention Centre and Unit 18 at Casuarina Prison. Staff and service providers were also consulted during the six-month inquiry which was conducted during 2023-24.

Increased positive media presence and media coverage

(both statewide and national) on a range of important issues affecting children and young people.

Consultation and launch of new Policy Position Statements on our key priority areas



including youth justice, health and mental health, education and child protection, including children and young people friendly versions.

Appeared at the Senate Inquiry into Australia's youth justice and incarceration system

alongside fellow Commissioners, Guardians and Advocates from around Australia.



Our future in focus

Plans are underway
for a range of exciting
projects in 2025-26



Policy recommendations and advocacy

following the release of the results of the Speaking Out Survey.

Hosting of the Australian and New Zealand Children's Commissioners, Guardians and Advocates in Perth in early 2026.

Support agencies

in developing child safe complaints handling processes.

Continued engagement

to progress the National Framework for the Protection of Australian's Children (Safe and Supported), including a significant focus on implementation of the Aboriginal and Torres Strait Islander Action Plan.

Conducting an inquiry

on services affecting the wellbeing of children and young people.

Sponsoring initiatives

that support the achievements of children and young people.

Ensuring the voices

of children and young people are at the centre of the work we do everyday.

Continuing the collaborative work

across Government agencies to improve outcomes for children and young people.

Building on our collaboration with children and young people

through focus groups, forums and online engagement, to inform laws, policies, practices, procedures and services affecting them.

Statistics on WA children and young people

Western Australia has approximately 652,890 children and young people

who make up 22 per cent of the State's population

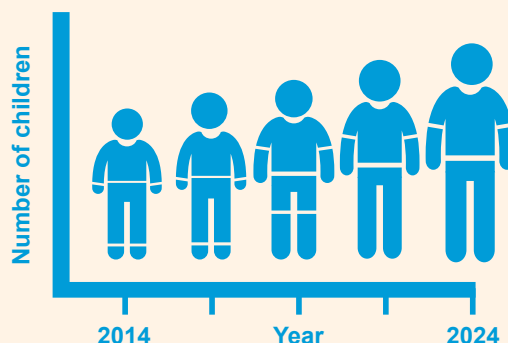
Australian Bureau of Statistics (ABS) 2024, *Quarterly Population Estimates, by State/Territory, Sex and Age*

Poverty line



It was estimated that the child poverty rate increased to **15.2 per cent** of children and young people in 2024, equating to approximately **99,300 children and young people** living below the poverty line in WA

Duncan A & Twomey C 2024, *Child Poverty in Australia 2024*, Bankwest Curtin Economics Centre



In the last 10 years there has been a **19 per cent** increase in the number of children aged 6 to 11 years living in WA

Australian Bureau of Statistics (ABS) 2025, *Quarterly Population Estimates, by State/Territory, Sex and Age*

132



children aged 10 to 13 years were held in detention during the year 2023-24. Fewer than five were sentenced

In 2022-23 Aboriginal children and young people were around **25 times** more likely than non-Aboriginal children to be held in youth detention

Department of Justice (DoJ) 2025, *Statistics on Children and Young People in Detention*, DoJ, [Unpublished]

On 30 June 2023

12,278

children and young people were on the public housing wait list, a **7% increase** from 2022, and the highest number since 2016

Department of Communities (Housing), *Public Housing Wait List as at 30 June 2024* custom report and previous years reports [unpublished]

Aboriginal children and young people

Projections show that approximately

47,700

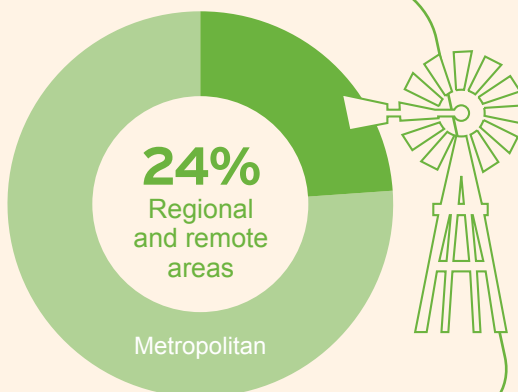
Aboriginal children and young people 0 to 17 years live in Western Australia in 2025

Australian Bureau of Statistics (ABS) 2025, Projected population, Aboriginal and Torres Strait Islander Australians, Australia, state and territories, 2021 to 2031



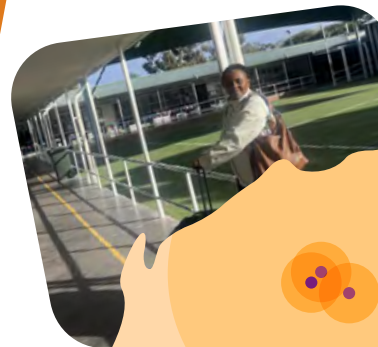
Around
156,000
children and young people in WA live in regional and remote areas

Australian Bureau of Statistics (ABS) 2023, Estimated Resident Population (ERP) by Statistical Area Level 3 and Statistical Area Level 4, Custom report June 2023 and June 2022 [unpublished]



Places visited

The Commissioner and her team visited thousands of children and young people across WA to hear and share their voices



About us

Vision

We strive for a better world for all children and young people where their voices and rights are valued and respected.

Values

In all we do we will ensure that:

- Children and young people are central to everything that we do.
- We show care and support for everyone we work with.
- We value everyone's life experiences.
- We will have honest conversations and encourage diverse views.
- We are individually and jointly responsible for our actions.

Commissioner's role

The Commissioner's work is underpinned by the *Commissioner for Children and Young People Act 2006* (the Act).

The Act outlines the guiding principles, powers and functions of the office. In accordance with statutory obligations, the Commissioner:

- Advocates for children and young people.
- Promotes the participation of children and young people in decision making that affects their lives.
- Promotes and monitors the wellbeing of children and young people in the community.
- Monitors the way in which government agencies investigate or otherwise deal with complaints from children and young people.
- Monitors trends in complaints made by children and young people to government agencies.
- Initiates and conducts inquiries into any matter affecting the wellbeing of children and young people.
- Monitors, reviews and makes recommendations on laws, policies, programs and services affecting the wellbeing of children and young people.
- Promotes public awareness and understanding of matters relating to the wellbeing of children and young people.

- Conducts, coordinates and sponsors research into matters relating to the wellbeing of children and young people.
- Consults with children and young people from a broad range of socio-economic backgrounds and age groups throughout Western Australia each year.

The Act requires the Commissioner to give priority to, and have a special regard for, the interests and needs of Aboriginal and Torres Strait Islander children and young people, and children and young people who are vulnerable or disadvantaged for any reason.

Under the Act, the role of the Commissioner is not to deal with complaints made by, or on behalf of, individuals; however, she may respond to issues that identify possible systemic matters that affect the wellbeing of children and young people more broadly.

The Commissioner can provide a young person or their advocate(s) with information about services and avenues for support.

Approach

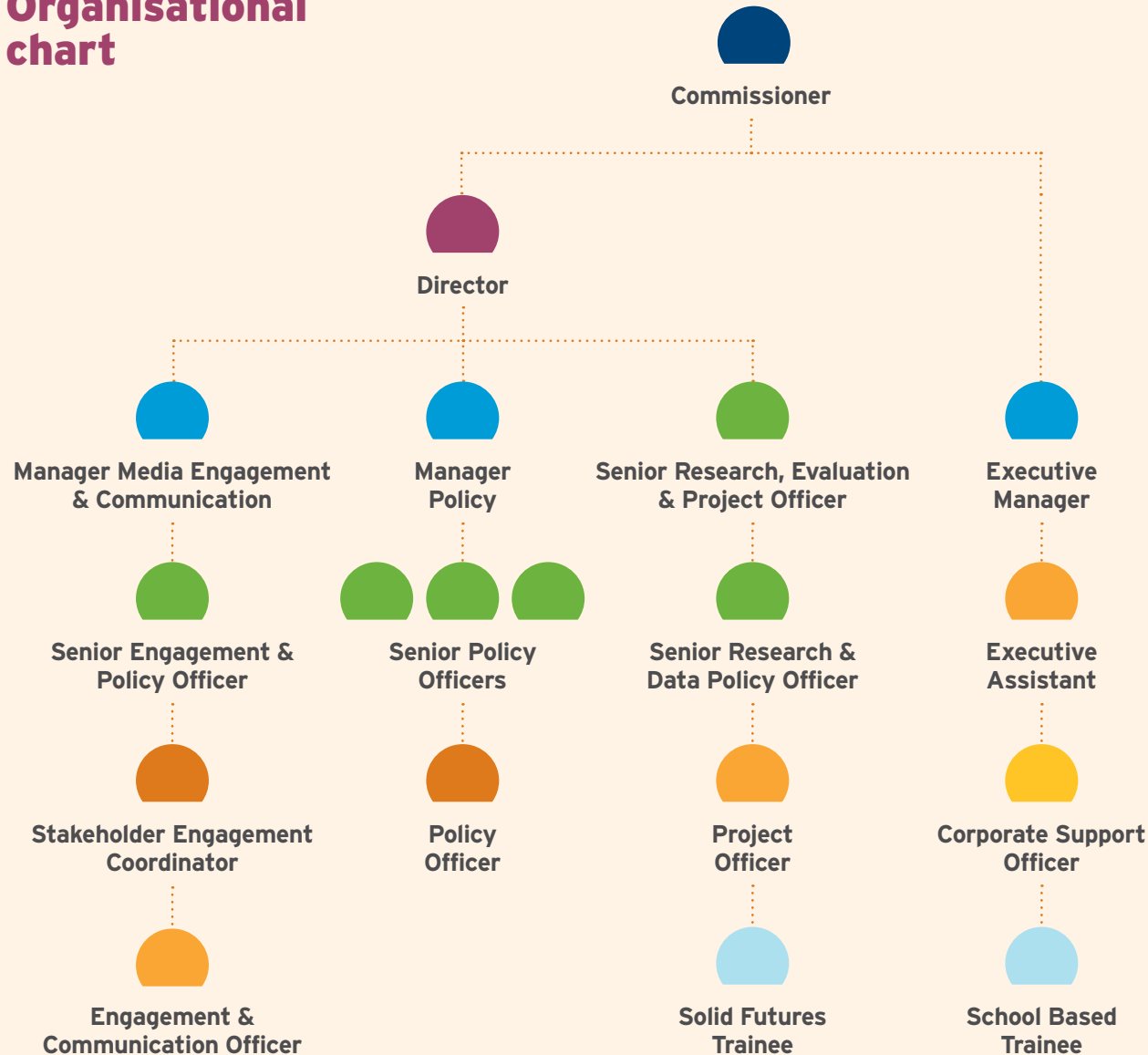
The Commissioner's work has regard to the United Nations (UN) Convention on the Rights of the Child, the UN Declaration on the Rights of Indigenous Peoples, the UN Convention on the Rights of People with Disabilities and the International Convention on the Elimination of All Forms of Racial Discrimination and is informed by the views and opinions of children and young people and the best available knowledge and evidence of what works well.

Independence

The Commissioner, Jacqueline McGowan-Jones, is an independent statutory officer. The Commissioner can table reports in the Parliament of Western Australia, conduct inquiries and require agencies to provide information on matters relating to the wellbeing of children and young people.



Organisational chart



The office

The office of the Commissioner for Children and Young People supports the Commissioner to advocate for all Western Australian children and young people through five Strategic Pillars:

- Engage with children and young people to hear their voice
- Enhance the Commissioner for Children and Young People's profile and reputation to improve our reach and impact
- Powerfully share the voice of children and young people to influence change
- Strengthen the organisation and achieve corporate best practice
- Build relationships and strategically influence key stakeholders to drive change for children and young people

In providing these functions and services the organisation is divided into four main functions: Policy; Research and Evaluation; Media, Engagement and Communication; and Executive Support.



Commissioner for Children and Young People

Jacqueline McGowan-Jones commenced as the Commissioner for Children and Young People (WA) in January 2022. Jacqueline has an extensive background in Government, non-government and Aboriginal Community Controlled Organisations in senior executive and leadership roles.

Jacqueline is an Aboriginal woman from the Arrernte (Alice Springs) and Warumungu (Tennant Creek) peoples.

As Commissioner, Jacqueline has a statutory responsibility to monitor, protect and advocate for the rights and wellbeing of all Western Australian children and young people. She firmly believes that all young people have a right to be heard, and actively works to foster a heightened level of understanding and engagement in matters that affect our children and young people.



Policy

The Policy team provides high level policy analysis and advice on strategic policy issues and trends impacting on children and young people and informs, monitors and reviews legislation, policies, programs and services to support the advocacy activities of the Commissioner.

The team prepares discussion, advocacy and policy position papers and leads the preparation of submissions.

The Policy team also reviews outcomes of the work undertaken by the Research and Evaluation team to inform discussion papers, advocacy platforms and priorities for action by the Commissioner.

Research and Evaluation

The Research and Evaluation team undertake research and consultation as well as developing evidence-based resources to inform the continual development and evolution of legislation, policy and services.

They are responsible for leading surveys and undertaking comprehensive analysis of the data



to prepare quality reports highlighting the voices of children and young people. A major project for the team in 2024-25 has been the planning and delivery of the Speaking Out Survey.

Media, Engagement and Communication

The Media, Engagement and Communication team supports children and young people's participation in the work of the Commissioner by promoting the ways in which children and young people positively contribute to their communities.

Working across the agency they also assist in the development of information and resources to promote community awareness and understanding about the wellbeing of children and young people.

They manage the engagement of media including working with the Commissioner to develop opinion pieces and respond to media requests. A key component is managing the events and sponsorships that seek the views of children and young people in WA and highlight their achievements.

Performance Management Framework

The Commissioner for Children and Young People's Performance Management Framework is consistent with the State Government goal of **Safe, Strong and Fair Communities: Supporting our local and regional communities to thrive.**

Desired outcome for the Commissioner for Children and Young People

The views and issues of children and young people are heard and acted upon.

Key effectiveness indicators:

- Extent to which children and young people in various regions of the state are consulted.
- Extent to which issues affecting children and young people are researched, advocated for and promoted.

Services undertaken by the Commissioner for Children and Young People

Consultation, research and advocacy of the wellbeing of children and young people.

Key efficiency indicators:

- Unit cost per child.
- Unit cost per representation.



Strategic Plan

The Commissioner's 'Strategic Plan 2024-27' outlines the broad focus areas of the Commissioner for Children and Young People and aims to inform and engage the community in the work of the Commissioner.

The work of the office for this reporting period aligns to the strategic plan and its five pillars:



01

Engage with children and young people to hear their voice

Focus areas

- Quality engagement with children and young people
- Listen to children and young people from across all Western Australia
- Children and young people defining their requirements for engagement into the future
- Providing opportunities for children and young people to share their experiences to inform policy and resource development



02

Enhance the Commissioner for Children and Young People's profile and reputation to improve our reach and impact

Focus areas

- Best practice data to inform the sector
- Commissioners' presence across the sector to influence change
- Collaboration and engagement with key research partners
- Seen as an employer of choice



03

Powerfully share the voice of children and young people to influence change

Focus areas

- Stakeholder influence on critical organisations that affect children and young people
- Sharing the voices of children and young people
- Media focus on key issues impacting children and young people
- Maintain a focus on Aboriginal, Cultural and Linguistically Diverse, vulnerable and disadvantaged children and young people



04

Strengthen the organisation and achieve corporate best practice

Focus areas

- Best practice corporate governance
- Organisational culture that builds engagement
- Excellence in fiscal management
- Organisational accountability and professional business leadership




05

Build relationships and strategically influence key stakeholders to drive change for children and young people

Focus areas

- Strategic national and state portfolio engagement on issues impacting children and young people
- Leadership in Safe and Supported: National Framework for Protecting Australia's Children
- Australian and New Zealand Children's Commissioners, Guardians and Advocates (ANZCCGA) membership
- Influencing positive change in policies programs and services impacting children and young people

A photograph of a young child with curly hair, wearing a green long-sleeved shirt and patterned shorts, sitting at the top of a bright blue plastic slide. The child has a joyful expression with an open mouth. The slide is part of a larger play structure with white railings and steps. In the background, there is a wooden fence and some greenery. The bottom right corner of the image features a decorative pattern of blue and yellow circles.

Engage with children and young people to hear their voice

This year, we heard directly from more than 11,600 children and young people in their own words, in classrooms, at youth centres, during creative forums, and through online surveys.

Whether they were speaking about mental health, safety, education, or their hopes for the future, their honesty and insight were powerful reminders of why their voices matter.

These conversations both informed our work and shaped it. By creating spaces where young people felt heard and respected, we deepened our understanding and strengthened our commitment to championing their rights and wellbeing.

These activities align with our focus areas to ensure children and young people shape our priorities, have a voice to share their experiences and have input into the work of the Commissioner. This includes identifying gaps in the provision of services, supports, policies, practices and approaches by both the government and non-government sectors.

Hear Me Out Report

Inquiry into Implementation Progress for Banksia Hill's Model of Care Instruction

In August 2024 the Commissioner tabled the **'Hear Me Out Report – Inquiry into Implementation Progress for Banksia Hill's Model of Care Instruction'** – in the Western Australian Parliament.

The report included 16 findings and recommendations for Government, which focused on improving the health, safety and wellbeing of children and young people involved with the criminal justice system.

Face to face interviews with 43 children and young people in youth detention ensured the report reflected their thoughts, views and concerns. An online anonymous survey resulted in 40 staff and 20 service providers giving feedback and their views.



**Officers are controlling
and they don't trust us
at all even when we go
to (good) wing."**

Recommendations focused on the requirement to address individualised, complex needs for children and young people whilst in detention and involving them in decisions and planning that affect them pre and post release.

The importance of through care planning, the need for an appropriate recording system for each child and young person, developing and maintaining relational security and support for staff in this environment were also identified.

The recommendations are designed to support the Department of Justice, and in particular the Corrective Services Division, to monitor, review and evaluate the progress of implementation. The Commissioner will review and monitor progress, with a request for formal tabling of six-monthly progress reports to Parliament against the findings and recommendations.

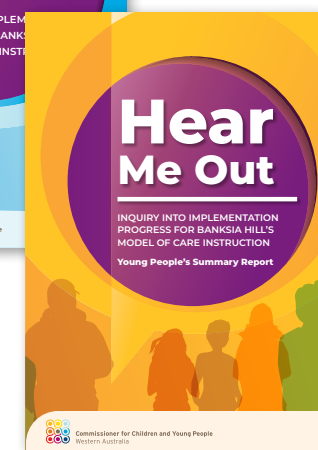
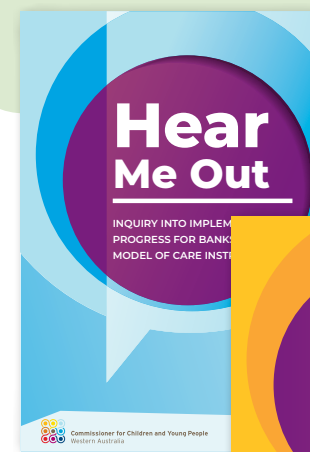
At the time of writing no formal response or updates had been received or tabled.

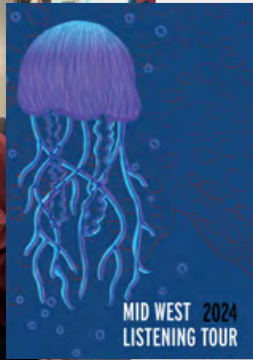
We welcome updates to the outstanding progress on recommendations that are ongoing or under review, and those recommendations that are being monitored over time.

The Commissioner continues to be an advocate for young people in detention in WA, highlighting issues with the youth justice system, in the media and with key stakeholders. Whilst positive steps have been undertaken, significant challenges remain.



**It is important for the
Commissioner to come
out more often and
hear what young people
have to say."**





Adults tell you not to worry [about racism], but we can't, because we see it."

Mid West student

Listening to young voices to shape reform

The Commissioner undertakes a Listening Tour each year to engage with children and young people from across the State to hear their voices on what matters to them.

During these events children and young people were encouraged to lead conversations, give voice to their concerns and share opinions on where they live and the lives they lead.

Key findings from the Listening Tour were that children and young people had a high level of concern about the environment, safety on public transport, mental health supports and the cost of living.

Student forums bring together children and young people from different schools to share their voices, and to provide guidance to the Commissioner on their priorities for reform and action. The Commissioner also attended individual schools and engaged with established youth advisory mechanisms such as Youth Disability Advocacy Network (YDAN), the Youth Pride Network (YPN), Youth Homelessness Advisory Council (YHAC), Youth Affairs Council of Western Australia (YACWA), the Ministerial Youth Advisory Council (MYAC), Education Youth Advisory Council, multicultural youth events, and more.

The Commissioner met with more than 1000 children and young people in the Perth metropolitan region between July 2024 and July 2025. This included visits to primary schools, secondary schools, vocational schools and non-government organisations.

Listening Tours provide an opportunity for the Commissioner to hear directly from children and young people on topics that are important to them, and for them to ask the Commissioner questions. Schools visited in 2024-25 included:

- Swan View Senior High School
- Carine Senior High School Year 11 politics and law students
- WA Student Council Camp
- International School of Western Australia.

Key findings from the metropolitan Listening Tour were that children and young people had a high level of concern about the environment, safety on public transport, mental health supports and the cost of living.

Due to the right to vote being identified as a key topic, the Commissioner, with input from 'Make It 16', created an online survey for children and young people aged under 25, asking whether 16-18-year-olds should have the right to vote. The survey attracted 1780 responses and a report was produced outlining the key findings.



In August 2024 the Commissioner hosted an interactive forum for Perth secondary students to explore their questions, concerns and awareness of artificial intelligence.

Children and young people shared how they perceived and engaged with artificial intelligence and identified its potential opportunities and risks.

The forum was presented by AI expert Dr Mehwish Nasim, lecturer at University of Western Australia in the School of Physics, Maths and Computing, and Dr Zulqarnain Gilani, Raine Robson Research Fellow and senior lecturer at the Edith Cowan University. Students from Dianella Secondary College, Lakeland and Swan View Senior High Schools, Bob Hawke College and Perth Modern enthusiastically took part and shared their thoughts and learnings

which will continue to guide the Commissioner's work on this topic into the future.

The students had a great day and some of their perspectives can be found on our website and social media channels.

YouTube videos:

- ▶ CCYP AI Youth forum 2024
- ▶ What are young people's concerns about AI
- ▶ What do young people wish adults knew about AI
- ▶ What impact will AI have on young people
- ▶ What opportunities does AI present for young people
- ▶ What's positive about growing up with the use of AI



The Commissioner visited the Mid West region in September 2024, to meet with and listen to more than 100 children and young people, about what matters most to them.

Through seven events over four days, she met with:

- Yamatji Nation Sea Rangers
- LGBTIQA+SB youth at headspace Geraldton

- Two student forums with children and young people from six primary and six local secondary schools.

Key findings:

- Increased entertainment and lifestyle opportunities
- Better mental health supports
- Concerns around cost of living and poverty
- Expanded education programs including anti-bullying measures.

During the year the Commissioner also visited the following regional schools:

- Djidi Djidi Aboriginal School
- Newman Primary School
- Wyndham District High School
- East Kimberley College.



Click here
to view the Djidi Djidi visit reel



Policy Position Statements and Priorities

Since commencing in January 2022, the Commissioner has made it a priority to ground the work of her office in the lived experiences of children and young people across WA.

Through consultation with thousands of children and young people over multiple years, the Commissioner has gained direct insight into the challenges they face, their aspirations, and their calls for change. In 2023, this ongoing engagement led to the development of four Policy Position Statements focused on the priority areas of Health and Mental Health, Education, Child Protection, and Youth Justice.

Discussion papers were then distributed to children and young people, government and non-government organisations and Aboriginal Community Controlled Organisations to seek further input.

This included direct engagement with the WA Student Council (WASC); the Youth Disability Advocacy Network (YDAN); the Youth Pride Network (YPN); Child and Adolescent Health Services (CAHS) Youth Advisory Group (YAG); Child and Adolescent Mental Health Services (CAHMS) Lived Experience Advisory Group (LEAG); Aboriginal Health Council of WA (ACHWA) Youth Committee; Youth Homelessness

Advisory Council (YHAC) and the Ministerial Youth Advisory Council (MYAC).

In 2025, following this extensive consultation, the office finalised and published updated Policy Position Statements to reflect emerging evidence and the voices of children and young people. For the first time, we also published a set of Policy Priorities, a clear summary of the most urgent areas for action across government and service systems. These priorities provide a practical pathway for reform, drawing direct links between what children and young people have said and what needs to happen next.



Click here
to read about our priority areas

Youth Week WA

Youth Week WA (YWWA) 2025 was recognised from 10 to 17 April throughout the State. The theme was 'Our Threads, This Place, Your Moment'.

It is Western Australia's largest annual celebration of young people aged 10 to 25, providing them with an opportunity to express their ideas, raise important issues, create entertainment and celebrate young people's contribution to the community.

The Commissioner ran a social media campaign to highlight Youth Week WA, designed by Savannah-Leigh, a young person completing her university internship with us as part of her marketing and communications degree.

Social media links:

- ▶ Youth Week WA
- ▶ Youth Week WA Events
- ▶ Youth Week WA Threads
- ▶ Youth Week WA THE PLAY



Acknowledgement of Country project

As an advocate for all children and young people across WA, the Commissioner wanted to create a new Acknowledgement of Country for the organisation that reflected their voices.

During Youth Week WA 2025 the Commissioner launched a project that invited children and young people to showcase their talent and creativity through words and/or drawings to share their respect for Traditional Custodians and the continuing connection of Aboriginal and Torres Strait Island peoples to Country, land and waters.

Some amazing entries were received, and the Commissioner was delighted to launch it as part of National Reconciliation Week 2025.

The Acknowledgement on the Commissioner's website features a combination of wording from different submissions made by the children and young people.

Social media links:

- ▶ Acknowledgement of Country project reel
- ▶ Acknowledgement of Country project



Youth At Risk Network (YARN) Youth Week WA event

The Commissioner was delighted to sponsor this youth-led event coordinated by the Youth At Risk Network and provide some gift vouchers for children and young people that attended. The free event in April featured information stalls from youth services, a music competition, sexual health testing, art, a basketball competition, hairdressers and an op shop. It attracted 60 children and young people who received free haircuts, sexual health tests and gathered information from a range of service providers that had stalls on the day.

Children's Week

Children's Week is an important annual event dedicated to celebrating children and promoting the Rights of the Child (as proclaimed by the United Nations in 1954).

The Commissioner launched Children's Week 2024 in Western Australia at the Bullsbrook Community Event run by Meerilinga. The Children's Week theme celebrated the Rights of the Child Article 24, 'Children have the right to a clean and safe environment'.

Throughout the week, photographs that positively showcased images of children from Western Australia were displayed on the large digital tower at Yagan Square in Perth.



This was the best day ever. I'm so glad I came."

Aboriginal female, aged 10,
YARN event



Click here
to view the Children's Week reel

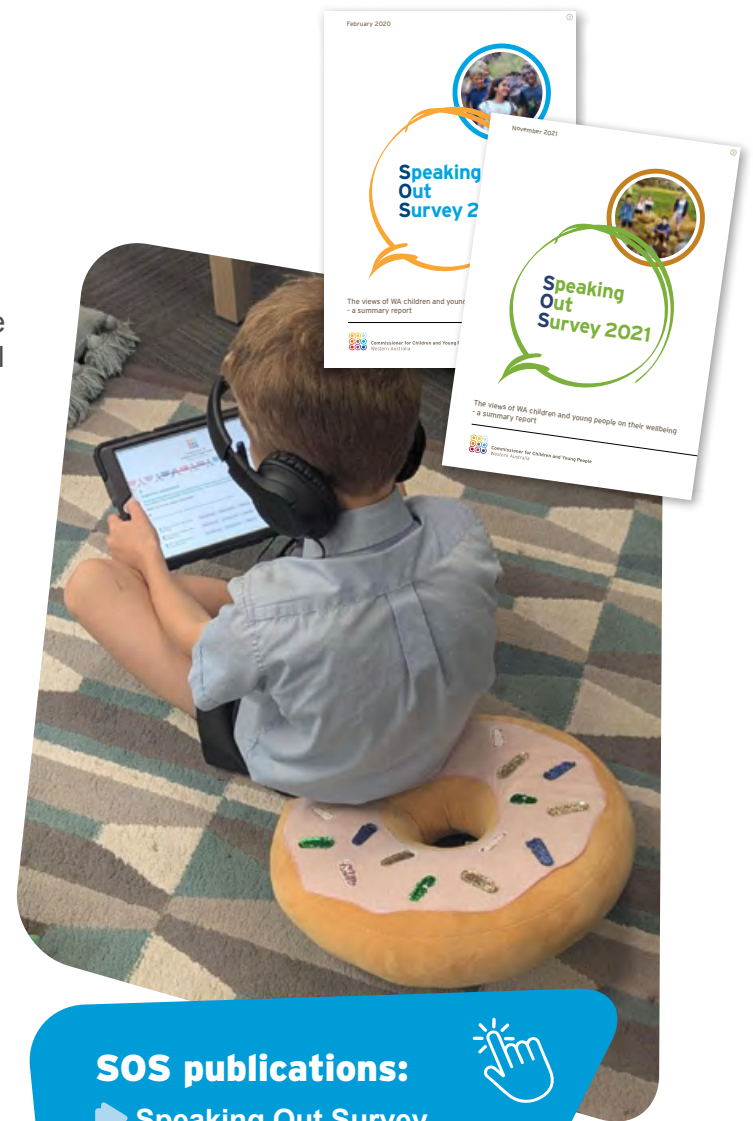
Speaking Out Survey

The **Speaking Out Survey** (SOS) series stands as a cornerstone initiative in our pursuit of understanding and advocating for the needs of children and young people. The inaugural SOS in 2019 offered unprecedented insights into the views and experiences of our youth regarding health and wellbeing. A subsequent survey in 2021 shed light on the impact of the COVID-19 pandemic on their overall wellbeing.

The Commissioner and her team travel across metropolitan and regional WA delivering the survey to thousands of children and young people to provide a comprehensive perspective on the evolving health and wellbeing landscape over time.

The Speaking Out Survey is a critical project as it is one of the only representative wellbeing surveys of children and young people in Australia. It serves as a platform for children and young people in Years 4 to 12 across WA schools to voice their experiences directly. Through their self-reported data, we gain unique insights into critical areas such as safety, mental health, education engagement, community connection, and access to support services. By conducting regular surveys, we aim to track progress, identify trends, and adapt our strategies to meet the evolving needs of our youth effectively.

SOS in 2025 will feature one of the most diverse samples yet, with a significant increase in the number of regional and remote students surveyed, as well as Aboriginal and Culturally and Linguistically Diverse children and young people.



SOS publications:

- ▶ Speaking Out Survey
- ▶ SOS Fact Sheet



SOS trip reels:

- ▶ East Kimberley
- ▶ Perth Metro area
- ▶ Perth Metro
- ▶ Mid West
- ▶ Albany
- ▶ Kimberley
- ▶ Pilbara
- ▶ SOS 4X4 Training



The team will continue to survey students into Term 3. The data is being analysed and reports will be prepared in the 2025-26 financial year on key trends identified during the survey.

The findings from the Speaking Out Survey underscore the importance of continued support for the wellbeing of children and young people. The Commissioner remains committed to ensuring the voices of children and young people are at the forefront of decision-making processes by advocating from these insights to inform policy and program development.



“As a young person working with the Commissioner for Children and Young People, I've had the opportunity to travel to schools and survey children and teens throughout WA. This has been a very rewarding experience because it's very important for not just adults to have a voice but children and teens as well. This can give us the chance to speak out on what's going on in our lives. This can be things like mental health, safety, and even the support of those around us. This can help create a safe space for all children and young people because a lot of children don't actually get the chance to say how they feel so this is a chance for them to say how they feel because our voices matter.”

Layla, 16, School-Based Trainee



Powerfully share the voices of children and young people to influence change

Sharing the voices of children and young people is not only powerful – it's essential. When their lived experiences, ideas, and perspectives are amplified, they challenge assumptions, highlight gaps, and offer fresh solutions to complex issues.

Their voices help decision-makers see the world through a different lens, one grounded in authenticity and hope. By elevating these stories, the Commissioner advocates for change that is informed, inclusive, and truly reflective of the needs and rights of young people.



Voting Age

Following the growing discussion and movement by organisations within Australia to lower the voting age to 16, our office wanted to provide young people with the opportunity to share their perspective on the topic. This led to our **'Voting Age'** Survey. The survey reached almost 2000 young people, aged up to 24, from across Australia, with 1780 complete responses.

Key findings of the report included:

- More than half of participants under 15 would like to vote
- 49% of those think it should be optional, 12% think they should all have the right to vote and 39% did not want to vote at 16
- Of those aged 16+, 52% thought they should be able to vote at 16
- 31.5% of those think it should be optional, 20.6% believe it should be required at 16, leaving 48% against voting at 16.

For those who supported lowering the voting age, the reasons given included: young people contributing to society, being mature and capable, as well as the possible benefits lowering the voting age may have. Those against stated reasons such as, immaturity, lack of education, easily influenced, and wanting them to enjoy their childhood without this responsibility.

When young people were asked what topics were of concern to them, education, mental health, the environment and climate change were the topics most frequently chosen.

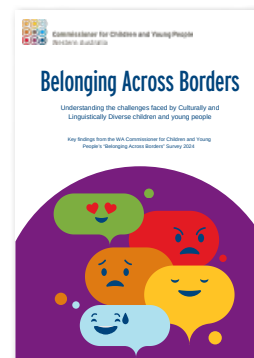


Belonging Across Borders

The **'Belonging Across Borders'** survey was developed to provide an opportunity for WA children and young people from Culturally and Linguistically Diverse (CaLD) backgrounds to share their experiences on the challenges and highlights of immigrating to and living in Australia. The survey reached more than 1000 young people from across WA, with 576 complete responses. This statewide, anonymous online survey was accessible to anyone in Western Australia under the age of 18.

Children from CaLD backgrounds highlighted the need for additional education and services to help with their language development. They also felt that more could be done to promote inclusivity within schools and society, ensuring children from CaLD backgrounds are not excluded, isolated, or singled out for being different. Racism was not only identified at an individual and community level, but also recognised at a systemic level in regard to access to educational and medical services, and our justice system.

Additional supports and information were suggested upon arrival in Australia. These suggestions were not only for children and young people, but for families immigrating to Australia. Many children and young people reported feeling unsafe which was attributed to increasing reports of violence in the media and in their surrounds.



Complaints

The **'Monitoring of Child-Focused Complaints Systems Report'**, released in May 2025, analysed the child focused complaint systems of government and community service organisations, an incredibly important recommendation from the Royal Commission into Institutionalised Responses to Child Sexual Abuse.

Through a series of focus groups and an online survey, children and young people shared their views with the Commissioner on child-friendly complaints systems. They emphasised the need for child-focused complaints systems that were safe, accessible, empowering and responsive.

Key findings of the report included:

- 63% of organisations were yet to take an intentional approach to developing child-focused complaints handling policies and processes for children and young people
- 29% did not promote their child-friendly complaints systems to children and young people
- 85% of organisations did not involve children and young people in the design, implementation or ongoing improvement of their complaints handling systems
- 55% of organisations did not have age or developmentally appropriate information and resources about complaint processes for children and young people.





Enhance the Commissioner for Children and Young People's profile and reputation to improve our reach and impact



Profile of Children and Young People in WA 2024

The annual '**Profile of Children and Young People in Western Australia**' was published in early 2025.

The report provides a demographic profile of WA's nearly 653,000 children and young people, who represent 22 per cent of the state's total population. It includes a focus on children and young people who experience vulnerability and hardship such as those in the juvenile justice system, who are in out-of-home care, who have a disability or who are living in poverty.

Key areas of concern include the mental health of WA's children and young people and their feelings of connectedness within their-community. The particular lack of focus in government administrative data on the challenges faced by LGBTIQ+ children and young people is also of concern; more of an understanding of this demographic's unique experiences is required if this group is to be more effectively supported.

The report is a component of the Commissioner's Wellbeing Monitoring Framework and can be used by government and non-government organisations to help them allocate resources for children and young people across WA.

The 'Profile of Children and Young People in Western Australia' received plenty of interest, including media, and the Commissioner will continue to monitor the emerging trends and look at how the information can be used to provide better outcomes for WA children and young people in the future.

Key statistics from the Profile Report can be found in the infographic on [pages 10-11](#).

Public commentary

There are many ways in which the Commissioner advocates for WA's children and young people, raising awareness of the issues affecting their wellbeing and encouraging positive change in our society.

This includes tabling reports, from inquiries, surveys and listening tours in the WA Parliament. In addition, the Commissioner meets with senators, government officials, ministers and government organisations to discuss their policies, practices and services, and ensure they are listening to and hearing the voices of children and young people.

The Commissioner also makes public comment in the media where it is in the best interests of WA children and young people. In 2024-25 the Commissioner had significant media coverage in the youth justice space, particularly following the tragic death of a second child in detention in WA in less than a year.



100 NEWS

INTERVIEW

Death in detention

Related news:

- ▶ **Amnesty International Australia**
- ▶ **The New Daily**
- ▶ **National Indigenous Times**

The Commissioner attended a senate hearing into Australia's youth justice and incarceration system in February and gained significant national media attention, as did her response to a **Human Rights Watch report** regarding the removal of Indigenous children from their families.

The Commissioner's messages around health, mental health, education, the early years, **child poverty**, children with disabilities, **online gambling**, **child protection** and youth justice reached a wide audience through the policy position statements as well as three opinion pieces in The West Australian newspaper and

interviews with **Stateline**, 7News, ABC TV and radio stations (both regional and metropolitan), 6DBY: Larrkardi Radio Derby, **Ngaarda Media**, plus national appearances on **NITV**, in the National Indigenous Times and other national press.

The Commissioner also maintains an active presence on social media and networking platforms including **LinkedIn**, **Facebook**, **Instagram** and **YouTube**. In light of growing concerns regarding X (formerly Twitter), the Commissioner deactivated her account in 2025. The Commissioner's number of social media followers grew almost 34 per cent in 2024-25, compared to the previous financial year, with the most significant growth on LinkedIn which had a 59 per cent increase.



Sponsorships

The Commissioner sponsors several awards that recognise the contributions of organisations and individuals which work to improve the lives of children and young people, in addition to awards that celebrate the contributions of children and young people in the community. The Commissioner also sponsors events from time to time that benefit children and young people.

WA Youth Awards

Continuing her support of the WA Youth Awards, managed by the Youth Affairs Council of Western Australia, the Commissioner sponsored the Participate Award, recognising a young person aged 10 to 17 years who has shown outstanding dedication to making a positive change in their community and who has inspired their peers.

There were 10 nominations received in this category which was subsequently narrowed down to four finalists. Oliver Lim was the winner of the award for his work as an ally for people with disability and being a strong advocate for inclusion. Oliver was also named WA Young Person of the Year 2024 at the awards ceremony.



[Click here](#)
to view the WA Youth Awards

Award for Best Practice in Children's Consultation

The Commissioner continued her support of the Institute of Public Administration Australia (IPAA) Achievement Awards through sponsorship of the 'Commissioner for Children and Young People Award for Best Practice in Children's Consultation'. The category recognises excellence in listening to and using the views of children and young people to achieve significant outcomes.

The Department of Communities was the winner of this award in December 2024 for its diverse consultation methods to engage with over 2,000 young people across the state for the **Youth Action Plan**. A Special Commendation went to City of Mandurah for consulting with its Youth Advisory Council on a number of key projects.

The City of Mandurah received a silver award for the establishment of its **Youth Advisory Group** to give Mandurah's young people an even stronger voice on local projects and issues and an opportunity to develop their leadership skills.



New Complaints Handling Award category IPAA

Announced in February 2025, a new IPAA award will recognise an organisation for best practice in child-focused complaints handling processes. Recipients of this **award** will have demonstrated an ongoing commitment to and excellence in involving children and young people in the design, implementation, or ongoing improvement of their complaints handling systems. Nominations closed in mid-June, with the award winners to be announced in December 2025.

YAL Connect scholarship

The Commissioner sponsored the YAL Connect scholarships which support young children facing barriers to engage in education. The two-year scholarship provides financial assistance for a young person entering Year 10 or 11 in 2025.



Click here
to view the YAL video

YACWA Fairground Conference

Once again, the Commissioner sponsored the **Fairground Conference**. Aimed at youth sector workers and coordinated by the Youth Advisory Council of Western Australia, Fairground aims to



bring together the sector to network and hear from experts to help in their practice as the needs of young people and the sector continue to shift and new challenges arise. The Commissioner also spoke on a panel discussing child safe practices at the event.

WAAC symposium

The Commissioner was the principal sponsor of the 2025 WAAC (WA Aids Council) **Safe Spaces Symposium** in March, an event focused on creating safer spaces for LGBTIQ+ young people in Western Australia. Educators, community workers and parents came together to hear about intersectionality, how best to support LGBTIQ+ children and young people. Powerful presentations from young people with lived experience and those in the sector made for a very moving event.



To me the scholarship has enabled me to focus on my dreams and has given me the resources to achieve them."

Jessica, Commissioner for Children and Young People Upper Secondary Scholarship recipient

Play Summit

In 2024 the Commissioner provided sponsorship for the 'Play Matters Collective Summit' held on 14 September. The theme, 'Discovering Children's Identity: Play Matters' was an opportunity for those advocating for play to share, explore, learn and connect with play advocates across Western Australia. The Commissioner spoke at the event and an expert panel of eight children and young people talked about what play means to them.

"Play isn't this or that – it's like a trillion different possibilities of making it whatever you want."

The Commissioner was proud to be involved in a second event 'Conversations with the Collective: Play Makes a Better World', celebrating International Day of Play on 11 June 2025.

She continues to advocate for the development of a WA Play Strategy in her role as Patron of Play Matters Collective and, in February, had an **opinion piece** published in 'The West Australian' newspaper responding to the State Government's announcement of a trial for full-time kindergarten in WA schools.



**Just always check up
on them, especially
around this age."**

14 year old



Collaboration

Australian and New Zealand Children's Commissioners, Guardians and advocates Group (ANZCCGA)

The Commissioner is Co-chair of the Australian and New Zealand Children's Commissioners, Guardians and Advocates (ANZCCGA) group, which promotes the safety, wellbeing, and rights of children and young people in Australia and New Zealand. **ANZCCGA** advocates for children and young people participation in decision-making and encouraging systemic improvement in areas like child poverty, housing, mental health, child protection, and youth justice to promote better future for all Australian children and young people.

The WA Commissioner for Children and Young People has just finished a one-year term as co-chair, which commenced in July 2024.

The ANZCCGA is committed to alignment with Australia's commitment to uphold and embed into law the United Nations (UN) Convention on the Rights of the Child, the Convention on the Rights of Persons with Disabilities, the Declaration on the Rights of Indigenous Peoples, and the United Nations Development Program Sustainable Development Goals.

Joint statements on matters of national importance were published by the ANZCCGA, including the call for action to address child sexual abuse on 5 March 2025, the proposal for a social media ban for children and young people on 29 November 2024, and the Joint Statement on Poverty issued on 17 October 2024. These statements highlight the ANZCCGA's commitment to addressing critical issues affecting the youth and ensuring their voices are heard in national discussions.

On 3 February 2025, ANZCCGA appeared before the Senate Legal and Constitutional Affairs References Committee on Australia's youth justice and incarceration system inquiry, advocating for children and young people. They highlighted the crisis level of youth justice in Australia, emphasising the need for immediate and substantive reform to increase public safety and change the life trajectories of children who encounter the justice system. The ANZCCGA noted that younger children who first encounter the justice system are more likely to reoffend and progress to more serious offending behaviour and engagement with the adult justice system.

First Nations Children's Commissioners, Guardians and Advocates (FNCCGA)

The Commissioner is part of the Australian First Nations Children's Commissioners, Guardians and Advocates Caucus (the 'Caucus'). It is a part of the ANZCCGA which addresses matters affecting First Nations children and young people. The ANZCCGA is committed to the self-determination and empowerment of Australia's First Nations peoples.

In 2024-25 the Caucus welcomed the creation of a National Commissioner for Aboriginal and Torres Strait Islander Children and Young People. This independent entity promotes and protects their rights, provides strategic policy advice, and enhances coordination across governments and organisations.



It ensures the voices of Aboriginal and Torres Strait Islander children, and their families are reflected in government decisions.

Members of the Caucus took part in a community conversation and keynote panel discussion as part of the Justice Reform Initiative's Reintegration Puzzle Conference in Alice Springs in June 2024. They also engaged in extensive media calling on the Prime Minister and State and Territory Governments to step up and start protecting Aboriginal and Torres Strait Islander children and young people's human rights, particularly in relation to youth justice. The Caucus message attracted significant attention in the mainstream media and on social media.

Safe and Supported: the National Framework for Protecting Australia's Children 2021-31

The Commissioner is part of the National Leadership Group overseeing the implementation of the **National Safe and Supported Framework for Protecting Australia's Children**. This role includes a role on three key oversight groups including the Implementation Coordination Committee (ICC), Shared Decision-Making Committee (SDMC) and the Senior Oversight Committee (SOC). The Western Australian Government is a signatory to the Framework and associated action plans.

As part of her role on the Leadership Group, the Commissioner together with the two Western

Australian Community members (Ms Barbara Henry and Mr Karl Williamson) engages directly with the Minister for Child Protection and the Department of Communities on matters relating to the planning and implementation of deliverables under the Framework.

The Aboriginal and Torres Strait Islander First Action Plan (2023-26) has eight actions that are highly unlikely to be met within the timeframe of the plan.

There is significant work to do in Western Australia, and across the nation, if the Framework is to deliver on its objectives before 2031. This work also impacts on the lack of progress on Target 12 of 'Closing the Gap' to reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent by 2031.





ECU Careers Fair stall

Staff attended the Careers Fair at Edith Cowan University on 11 March 2025 to raise the profile of the Commissioner and to provide information to prospective teachers about the Speaking Out Survey. The team spoke to many of the 337 pre-service teachers that attended to highlight the value and importance of the survey and listening to the voices of children and young people.

Australian Child and Youth Wellbeing Atlas

The Commissioner is an ongoing **partner** in the development of the **Australian Child and Youth Wellbeing Atlas**. The Atlas brings together leading expertise across Australia's child and youth research, advocacy, policy and practice fields and data to enhance children's health, development and wellbeing, ultimately striving for equitable outcomes for all Australian children. It integrates health and wellbeing metrics, mapping data, and data visualisation tools. As a publicly accessible resource, the Atlas allows everyone to view and compare changes in the health and wellbeing of children and young people over time at local, state, and national levels.

Harmful Sexual Behaviours Framework Project Group

The Commissioner is contributing to the Interagency Project Group to develop a statewide framework for understanding and responding to harmful sexual behaviours in children and young people. The project, which is coordinated by the Australian Centre for Child Protection Research, aims to support services in building a shared approach to promoting healthy development and addressing concerning behaviours appropriately.

An End to Child Poverty

One in six children live below the poverty line in Australia. The Commissioner continues to support the work of the Valuing Children Initiative in advocating for an end to Child Poverty. The Commissioner, along with the ANZCCGA, called on federal, state and territory governments to legislate to better target child poverty in Australia and introduce a National Child Poverty Reduction Bill on their **Joint Statement on Poverty** that was released on 17 October 2024.

In 2022, nearly one in nine (11.8 per cent) of children in Western Australia were living in poverty, affecting around 71,000 children. Rising costs and a tightening housing market are expected to push another 21,000 children into poverty. The 2021 Census revealed that more than 95 per cent of the poorest single-parent families were headed by women.

Child poverty in WA fell during the COVID epidemic but has risen again with current statistics showing 99,000 children living below the poverty line in WA. These alarming statistics continue to inform the work of the Commissioner going forward.

Early Years Partnership

The Commissioner serves on the board of the **Early Years Partnership**, a collaboration between the WA Government, Minderoo Foundation and The Kids (formerly TKI), aimed at improving early childhood outcomes. Working with four communities, the initiative uses a co-design approach to identify local challenges, develop tailored community plans, and implement evidence-based solutions for the provision of early years services. This community-led model promotes more integrated and responsive early years services for children and families.

Kimberley Aboriginal Youth Wellbeing Steering Committee

The Commissioner is a member of the Kimberley Aboriginal Youth Wellbeing Steering Committee. The Committee brings together all relevant State Government agencies and Kimberley Aboriginal Community Controlled Organisations to support and enable Aboriginal community-led solutions to improve Aboriginal youth, social and emotional wellbeing outcomes.

Edith Cowan University School of Education Advisory Board

The Commissioner sits on the **ECU School of Education Advisory Board**, which offers strategic guidance on the school's direction, course development, research priorities, workforce needs, and community engagement.

Trans and gender diverse children and young people

In public presentations, submissions, sponsorships, stakeholder meetings and media interviews this year the Commissioner has advocated for improved inclusion and recognition of trans and gender diverse young people. The Commissioner has emphasised the need for inclusive government services that support trans and gender diverse young people, starting with improving visibility and recognition in service data. The Commissioner also sponsored the WAAC **Safe Spaces Symposium** for LGBTIQ+ young people and participated in the Youth Pride Network's **Queeries policy forum**.



A photograph of a young man and a young woman walking outdoors on a paved path. The young man is on the left, wearing a white t-shirt with a small logo and blue jeans. The young woman is on the right, wearing a white t-shirt and dark pants, and is holding a smartphone. They are both looking towards the right. The background is a blurred outdoor setting with trees and a yellow car.

Strengthen the organisation and achieve corporate best practice

As an organisation dedicated to advocating for children and young people, it is essential that our internal systems and structures are as strong and effective as the work we do externally. This section highlights our ongoing efforts to strengthen the organisation and achieve corporate best practice, ensuring we remain accountable, sustainable, and equipped to deliver meaningful outcomes for children and young people.

To achieve corporate best practice in 2024-25 we have strengthened governance frameworks, enhanced our risk management strategies and compliance processes, improved financial accountability, and are investing in workforce capability through targeted professional development for staff. We continue to offer training that develops our team professionally and personally, such as psycho-social safety in the workplace, which all staff undertook this year. We are proud to be an inclusive and culturally diverse workplace and are committed to strengthening this representation in the coming year.

Internships

Our internships offer a unique and enriching experience, providing students with valuable insights into advocacy, policy development, research, and community engagement. In 2024-25, the Commissioner hosted eight interns in the policy, research, and evaluation teams from the **McCusker Centre for Citizenship, Edith Cowan University** and the **University of Western Australia**. Interns were involved in various projects which complimented their studies, including work on the 2025 'Profile of Children and Young People in WA'. They became valuable members of our team and we learnt so much from them.

We also had work experience and work placement students throughout the year and have more recently welcomed a **Solid Futures** trainee and a school-based trainee to our team. We are committed to supporting young people by providing real and meaningful work experience opportunities.

In early 2025, the Commissioner also sponsored interns from the McCusker Centre for Citizenship to work with policy team on the **Wicked Problems** project. The aim of the project was to develop advocacy tools to raise public awareness, influence policy decisions, and support families facing poverty, ensuring poverty is not mistaken for neglect or used as a reason to remove children from their homes. The students excelled in their roles, creating a comprehensive project and

mock website. I would like to extend my sincere thanks to Maanvik, Amanda, Kaitlyn, Sadee, and Luna from the Wicked Problems project at the University of Western Australia, for their enthusiastic participation in this project.



I am drawing close to my six-month mark as a trainee with the Commissioner for Children and Young People through the Solid Futures program. So far working in the public service has been an extremely eye-opening experience and has opened doors to a whole new world for me. The amount of professional development and knowledge I've gained from simply networking with various different external and internal clients has been

Interns included:

- Bart – Solid Futures Trainee
- Layla – School-Based Trainee
- Megat Danish – McCusker Foundation
- Phillipa – McCusker Foundation
- Perri – McCusker Foundation
- Aaron – McCusker Foundation
- Rachel – McCusker Foundation
- Shashwath – McCusker Foundation
- Mayuri – McCusker Foundation
- Ashleigh – McCusker Foundation
- Leah – Edith Cowan University
- Savannah-Leigh – Curtin University
- Sammi – high school work experience placement.

unique and important experience in my career pathway. The Speaking Out Survey has played a massive part in my training and has given me the opportunity to really understand what exactly the work we carry out within CCYP is all about. I am looking forward to the rest of my traineeship here at CCYP, and I am really grateful that I am a part of this team."

Bart, 20, Solid Futures Trainee

Complaints handling

The Commissioner has a statutory responsibility to ensure that the voices of children and young people are heard and acted upon. Our approach to complaints is structured across four key areas:

- We monitor how other agencies manage complaints, ensuring accountability and continuous improvement
- We support individuals who contact us with complaints by offering guidance, referrals, and appropriate follow-up
- We address any complaints made about our own office with transparency and responsiveness
- We track and analyse trends in complaints about issues affecting children and young people to help identify systemic issues and inform broader advocacy efforts.



If I tell someone something I don't want it shared with others unless I agree."

Monitoring complaints regarding children and young people

It is a requirement of the *Commissioner for Children and Young People Act 2006* to monitor trends and complaints made by, or on behalf of, children and young people.

While there is no capacity in the legislation for the Commissioner to advocate on an individual basis, she can advocate for systemic change and provide people with advice on where to seek further assistance or refer them to the appropriate agencies for support. In urgent matters where the Commissioner feels a person faces an immediate risk, she will escalate the matter to the relevant agency for urgent action.

The complaints monitoring process allows the Commissioner to identify in real time, significant issues and trends that arise related to children and young people.

Over the past 12 months 59 complaints were received in total, with two involving the Commissioner directly and the rest involving other agencies and organisations. Of the 59 complaints received, seven were from children or young people.



Didn't want to look ungrateful or be seen as a child by complaining about something minor and insignificant."





**Complaint
received**

**by
email**

1. Humanised auto-response email sent within three days that includes the contact details of relevant support services and a commitment to follow up within 15 days.
2. Complaint recorded in Records Management.
3. Complaint forwarded to Commissioner's delegate.
4. Commissioner's delegate sends a personalised email addressing specific issue and providing further information.

**by
phone**

1. Commissioner's delegate discusses issues with complainant to resolve.
2. If unresolved during phone call, the delegate sends a personalised email to the complainant to follow up the conversation with acknowledgement and further information.

Reviewing the complaints monitoring processes of other organisations

Under the Act, the Commissioner is required to monitor trends in complaints by children and young people to government agencies and the way in which a government agency investigates a complaint made by a child or young person.

In 2024, the Commissioner surveyed 25 government agencies, four TAFE providers, four accountability agencies, three local governments, and two non-government organisations, on their complaints systems and the complaints received from children and young people.

In 2025, the Commissioner conducted a survey into children and young people's experiences in making complaints. Thirty-six children and young people took the survey, highlighting the need for child-focused complaints systems that are safe, supportive and responsive to children and young people.

An analysis of reported data yielded valuable insights into trends in complaints made by children and young people. In conducting this work, the National Principles for Child Safe Organisations were taken into account, with particular emphasis on ensuring that processes for responding to complaints and concerns were child-focused.

Focus groups engaged children and young people to capture lived experience and gather unique perspectives on complaints processes to further inform key findings. This resulted in the release of the '**Monitoring of Child-Focused Complaints Systems Report**' in May 2025.

The complaints audit will be conducted biennially, strengthening the ability of the Commissioner to identify systemic issues affecting the wellbeing of children and young people.

By conducting regular audits, we aim to ensure complaints systems meet the needs of children and young people so they feel heard, safe, and supported to speak up and make complaints.

Leading by example

Child-friendly complaint services are essential to ensure that children and young people feel safe, heard and respected. These services provide accessible and age-appropriate ways for children to raise concerns, seek help, or report mistreatment without fear of judgment or retaliation. When designed with their needs in mind – using clear language, supportive staff, and confidential processes – complaint systems can empower children to speak up and trust that their voices will be taken seriously. Importantly, they also help organisations identify and address issues early, promoting safer and more responsive environments for all children.

It has been one of the Commissioner's key priorities this year to improve our **website** and ensure seeking information about how to make a complaint is easy for children and young people and they have all the resources needed to assist them. We also updated our **mental health resources web page** to ensure children and young people have the best supports possible if they are going through something and need help.



**Click here
to view complaints flowchart**

An easy-to-read complaints flowchart is also available on the Commissioner's website explaining the process in simple language and visuals. This is also sent to the complainant when they are under 18 years old.

For those seeking more detailed information, links to the Commissioner's complaint policies are clearly listed on the relevant webpage.

Given the nature of complaints and particularly those that involve children and young people, it is extremely important that conversations and the auto-response are 'humanised' – i.e. that personable language is used and the complainant's commitment to improving the wellbeing and safety of children and young people is acknowledged.

All communication is grounded in inclusivity and respect for diversity of cultures, genders, backgrounds and ages.

Every opportunity is taken to encourage children and young people that their voice matters and their complaints should be heard. The Commissioner distributes information wherever it is possible and relevant – particularly through her events and activities in schools, colleges and forums.



They should be able to access helplines and services without their parents knowing because some parents don't want their children to go anywhere they don't trust."

14 year old




Encouraging excellence

To encourage excellence in the government and non-government sector, the Commissioner is sponsoring a new category at the **Institute of Public Administration Australia WA Achievement Awards**, recognising an organisation for best practice in child-focused complaints handling processes.

Recipients of this award will have demonstrated an ongoing commitment to and excellence in involving children and young people in the design, implementation, or ongoing improvement of their complaints handling systems.

Nominations closed mid-June for 2025 and the winner will be presented in December.





Build relationships and strategically influence key stakeholders to drive change for children and young people

Fostering strong relationships with key stakeholders is essential to creating lasting, systemic change for children and young people. These partnerships enable us to share insights, amplify the voices of children, align efforts across sectors, and influence policies and practices that directly impact their lives. By building trust and collaboration, we can ensure that decisions affecting children are informed, coordinated, and focused on their rights, needs, and wellbeing.

The Commissioner and her team continue to build relationships across government, the non-government and community services sectors and the broader community to advocate on behalf of children and young people.

The Commissioner regularly meetings with:

- Other oversight organisations – Office of the Inspector of Custodial Services, Equal Opportunity Commission, Health and Disability Services Complaints Office, Mental Health Advocacy Service, Mental Health Tribunal.
- Ministers – Child Protection, Communities, Aboriginal Affairs, Attorney-General, Health, Mental Health, Education, Youth, Corrective Services, Police.

- Directors-General: Communities, Housing, Health, Mental Health, Education, Justice, Corrective Services, Police, Local Government.
- Peak organisations – including Principal Associations, WA Local Government Association, WA Council of School Support Organisations, WA Council of Social Service, Aboriginal Health Council of WA.
- Aboriginal Community Controlled Organisations, Noongar Family Safety and Wellbeing Council, Wunan Foundation, Nyamba Buru Yawuru, Yamatji Marlpa Aboriginal Corporation.
- Non-government organisations – Parkerville, Child and Family Alliance WA, Indigo Junction, Social Reinvestment WA, Committee for Perth, philanthropic organisations.

Other meetings took place throughout the year with key stakeholders such as Nicole Breeze, UNICEF Chief Advocate for Children, Satara Uthayakumaran, 2025 UN Youth Representative and Dr Giridharan Sivaraman, Australian Race Discrimination Commissioner.

Meetings focused on sharing voices of children and young people; providing evidence to support policy development; highlighting concerns raised by children and young people regarding access to services and supports, sharing outcomes of research and providing evidence for change.

Key Presentation and Speeches

The Commissioner continues to advocate for children and young people and educate the community on issues affecting them through a robust schedule of speaking engagements.

Some notable appearances in 2024-25 included:

- The Hatchery **Women in Leadership Summit** – keynote presenter for WA at a national conference held in multiple locations around Australia simultaneously, with former Prime Ministers from Australia and the United Kingdom, Julia Gillard and Teresa May, delivering keynote presentations via livestream.
- North Metropolitan School Psychology Service – keynote about the wellbeing of children and young people and how to best support them.
- Wanslea leadership team – keynote on child safe practices.
- **National Suicide Prevention Conference** – panel discussion about AI and eSafety for children and young people.
- Australian Institute of Family Studies webinar – how to centre children and best support Aboriginal and Torres Strait Islander families.
- **Ngala Swan Communities for Children** – presented recent findings from consultation with children and young people to inform the work they do.
- North West Metropolitan District Leadership Group – Commissioner's priorities and how it impacts the north-west metropolitan region.
- Justice Reform Initiative – **Reintegration Puzzle Conference** – panel discussion and community conversation with fellow First Nations Commissioners, Guardians and Advocates about youth justice.





Improving outcomes for Aboriginal children and young people

Working with Aboriginal children is vital to ensuring their voices, cultures and experiences are respected and reflected in decisions that affect their lives. It means recognising the strength and diversity of Aboriginal communities, acknowledging the ongoing impacts of colonisation, and committing to culturally safe and inclusive approaches. By building

genuine relationships, listening deeply, and valuing Aboriginal ways of knowing, being and doing, we can support stronger outcomes for Aboriginal children and contribute to healing, empowerment, and self-determination. Their perspectives are essential to creating a fairer and more just future.

A large amount of the work from the Commissioner and her office can align with more than one of the five strategic pillars, which is particularly noted in her work with and on behalf of Aboriginal children and young people.

The Act requires the Commissioner to give priority to, and have a special regard for, the interests and needs of Aboriginal and Torres Strait Islander children and young people, and children and young people who are vulnerable or disadvantaged for any reason.

Some key projects focused on improving outcomes for Aboriginal children and young people are detailed below.

Yule River

The annual **On-Country Bush Meeting** at Yule River on Kariyarra Country is an initiative of Yamatji Marlpa Aboriginal Corporation's (YMAC) Pilbara Regional Committee to support government accountability to First Nations people across the Pilbara. The 9th annual meeting was held in August 2024.

It provided an opportunity for community members to speak up and call on government to act on suggested solutions and drive change in the Pilbara.

The Commissioner reflected on the 2023 call to action and informed members about the Pilbara Listening Tour that took place as promised. She spoke about key issues facing children and young people, including, housing, justice, mental health, personal safety and poverty and how basic rights of the child are not being met across the region. The Commissioner highlighted the need for a child and family wellbeing strategy and shared decision-making.

Attendees were informed about the upcoming release of the Hear Me Out report which contains conversations with 43 children and young people at Banksia Hill Detention Centre.

The Commissioner told delegates she would continue to advocate on behalf of the community for more programs, services and activities to meet the needs of the children and young people across the Pilbara and Mid West regions.



Click here
to view **Call To Action Roadmap**

Yamatji On-Country Bush Meeting

The **Yamatji On-Country** bush meeting provides an opportunity for the Commissioner to connect with community on Country and show her commitment and support.

Hosted by Yamatji Marlpa Aboriginal Corporation and Bundiyarra Aboriginal Community Corporation, the meeting is an important initiative that supports vital discussions between First Nations people from across the Mid West, Gascoyne and Murchison with Government representatives.

The 2024 Call to Action agreement identified action needed across Racism, Housing and Accommodation, Police and Justice, Employment, Training and Economic Development and Health and Wellbeing, which all align with the National Agreement on Closing the Gap.

The Commissioner outlined her support for the 2024 Call to Action and acknowledged the impact that racism has on a community and how it affects our young people. The Commissioner also highlighted that early intervention is key in supporting our community and raised the importance in focusing on supporting families, which in turn will help support our children and young people. The Commissioner

advised community members on the 16 recommendations made to government in the Hear Me Out report regarding the incarceration of young people and the report was made available at the event. The Commissioner will continue to drive change and provide support across the regions.

In addition to the above priority projects, the Commissioner and her team continue to celebrate and acknowledge important events such as **Reconciliation Week**, **NAIDOC Week** and **National Aboriginal and Torres Strait Islander Children's Day** by attending community events and schools, encouraging staff participation and education workshops and sharing knowledge and information about these important days and weeks of recognition with our stakeholders via social media and other digital channels.



Formal submissions 2024-25

In 2024-25, the Commissioner made 15 submissions to state and federal inquiries and projects.

The submissions advocated for WA children and young people across themes including child safety, out of home care, justice, early years, education, trauma and legislative reform.

Key submissions included:

Submission to the Australian Centre for Child Protection WA on the WA Statewide Framework for Responding to Children with Harmful Sexual Behaviours

1 July 2024

Submission on the first version of the Draft WA Framework for Understanding and Guiding Responses to Harmful Sexual Behaviours.

Submissions have not been uploaded or published online.

Submission to the Senate Legislative and Constitutional Affairs Committee on the Criminal Code (Deepfakes) Amendment Bill 2024 (Cth)

16 July 2024

Submission on bill strengthening offences targeting the non-consensual sharing of sexually explicit material online, including deepfakes.



Submission to the WA Department of Justice on Criminal Law (Mental Impairment) Regulations 2024

19 July 2024

Submission on Criminal Law (Mental Impairment) Regulations 2024, which outlines procedures, reporting requirements, and information-sharing obligations related to mental impairment cases under the Act.

Submissions have not been uploaded or published online.

Submission to the University of South Australia for the School Exclusion Study

2 August 2024

Oral submission (via interview) with the University of Australia regarding exclusionary discipline policies and practices and more compassionate approaches to addressing behaviour issues in schools.

Submission not published however website for School Exclusion Study acknowledges our contribution on their website.



Formal submissions 2024-25

Submission to the National Office for Child Safety on the Children and Young People with Disability Resources Project

15 August 2024

Submission on the development of a voluntary annual child safety reporting framework embedding the National Principles for Child Safe Organisations across all organisations operating in Australia.

Submissions have not been uploaded or published online.

Submission to the WA Department of Education on the Pathways to Post-School Success Expert Panel: Consultation Draft

16 August 2024

Submission to the Pathways to Post-School Success Expert Panel: Consultation Draft, focused on improving post-school outcomes by reframing senior secondary education, aligning it with learning goals, and fully recognising student diversity and achievement.

Submissions have not been uploaded to the Pathways to Post-School Success Review website.

Submission to the QLD Department of Education on the Child Safety Review - Prioritised Actions

30 August 2024

Submission seeking expert feedback regarding initial tranche of proposed priority actions prior to finalising advice to Education Ministers, as part of the Child Safety Review.

Submissions have not been uploaded or published online.

Submission to the WA Department of Education on the Schools Education Act 1999 Review

4 October 2024

Submission to the *Review of the School Education Act 1999*, recommending changes to the Act's objects, principles, and definition of disability to strengthen access and inclusion for students with disability, in line with United Nations Convention on the Rights of a Child and United Nations Convention on the Rights of Persons with Disabilities obligations.

Submissions have not been uploaded or published online.

Formal submissions 2024-25

Engagement submission to the Secretariat of National Aboriginal and Islander Child Care on the Our Ways – Strong Ways – Our Voices: National Aboriginal & Torres Strait Islander Family Safety Plan

4 November 2024

Submission on Criminal Law (Mental Impairment) Regulations 2024, which outlines procedures, reporting requirements, and information-sharing obligations related to mental impairment cases under the Act.

Submissions to be published after the process is finalised on the SNIACC website.



Submission to the Australian Centre for Protection WA on Draft 1C of the WA Framework for Understanding and Guiding Responses to Harmful Sexual Behaviour

8 November 2024

Submission to the Australia Centre for Child Protection WA on guiding framework for understanding and responding to harmful sexual behaviours across key WA Government agency signatories.

Submissions have not been uploaded or published online.

Submission to the Health and Disability Services Complaints Office on the HaDSCO Statutory Review

11 November 2024

Submission on the review of the *Health and Disability Services (Complaints) Act 1995* and Part 6 of the *Disability Services Act 1993*, focusing on strengthening the legislative framework for HaDSCO's complaint resolution service in WA and the Indian Ocean Territories.

Submissions have not been uploaded or published online.

Submission to the Department of Justice on the Conversion Practices Consultation Paper

12 December 2024

Submission to the Department of Justice on the consultation paper regarding legislation to recognise and prevent harm caused by conversion practices.

Consultation Paper is confidential, therefore no submissions published online.

Formal submissions 2024-25

Submission to the QLD Department of Education on the Child Safety Review Policy Options

8 January 2025

Submission seeking expert feedback on proposed policy options developed in response to remaining recommendations from the Review of Child Safety Arrangements under the National Quality Framework, ahead of their inclusion in a 2025 Regulatory Impact Statement.

Submissions have not been uploaded or published online.

(Public consultation process has closed and feedback is being considered)

Submission to the Department of Social Services on the Family and Children Activity: Review of Children, Youth and Parenting Programs

7 February 2025

Submission to the Commonwealth Department of Social Services on the Families & Children Activity: Review of Children, Youth and Parenting Programs, providing input on strengthening early intervention and support services ahead of the 2026 funding cycle.

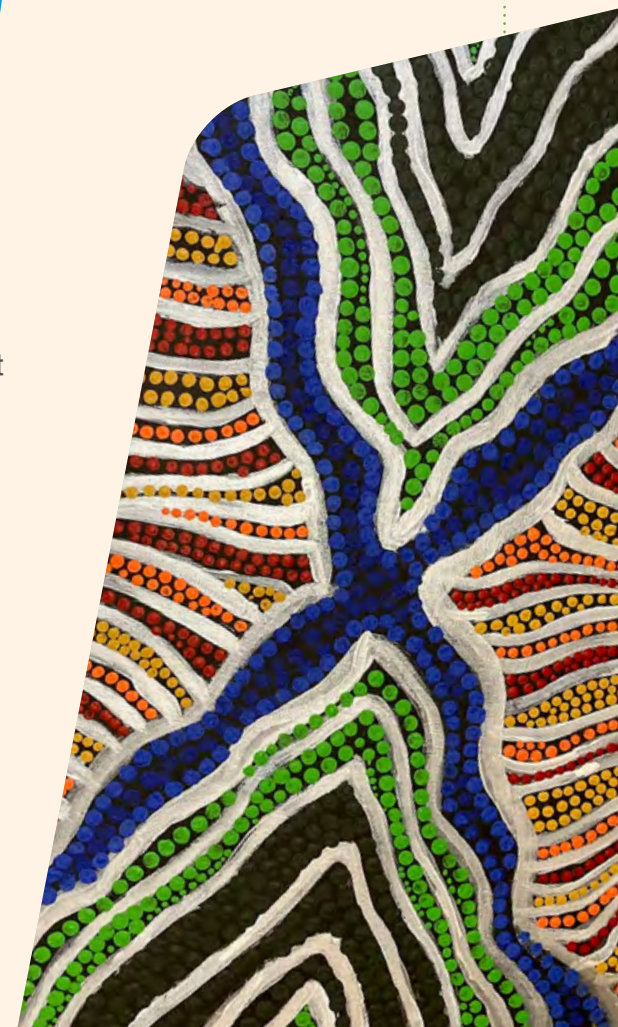
Submissions have not been uploaded or published online.

Submission to the WA Department of Justice on the Fact Sheet – Sex or Gender Recognition in WA (Children's Version)

25 February 2025

Submission to the Department of Justice providing feedback on the draft children's factsheet supporting implementation of the *Births, Deaths and Marriages Registration Amendment (Sex or Gender Changes) Act 2024*, with a focus on inclusive language, accessibility, and clarity of the new sex or gender recognition process for children.

Submissions have not been uploaded or published online.



Summary of key performance indicators

1.1 The views and issues of children and young people are heard and acted upon

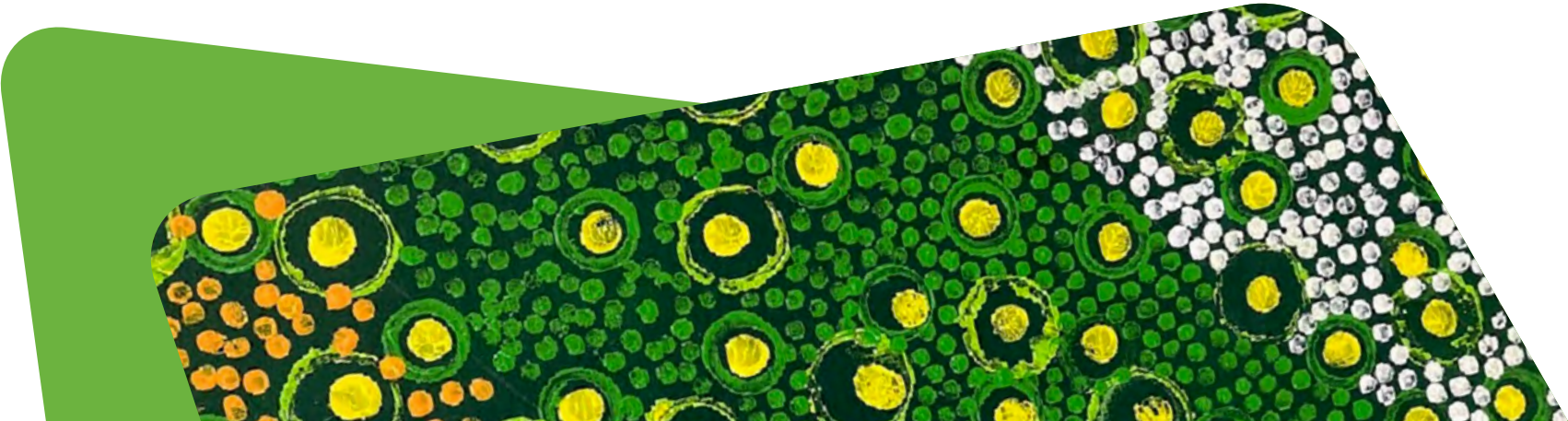
Key effectiveness indicator:
Extent to which children and young people in various regions of the State are consulted



Key effectiveness indicator:
Unit Cost per Child

2024-25 Target	2024-25 Actual	Variation*
\$581	\$129	\$450

*An explanation of variances can be found in the KPI Certification data in the Financial Statements and Disclosures section of this report.



Summary of key performance indicators

1.2 Extent to which issues impacting upon children and young people are researched, advocated and promoted

Key effectiveness indicator:
Extent to which children and young people in various regions of the State are consulted



Key effectiveness indicator:
Unit Cost per Child



*An explanation of variances can be found in the KPI Certification data in the Financial Statements and Disclosures section of this report.



Financial statements and KPIs

Independent auditor's report



Auditor General

INDEPENDENT AUDITOR'S REPORT

2025

Commissioner for Children and Young People

To the Parliament of Western Australia

Report on the audit of the financial statements

Opinion

I have audited the financial statements of the Commissioner for Children and Young People (Commissioner) which comprise:

- the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Commissioner for the year ended 30 June 2025 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions.

Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Commission for the financial statements

The Commission is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Page 1 of 5

7th Floor Albert Facey House 469 Wellington Street Perth MAIL TO: Perth BC PO Box 8489 Perth WA 6849 TEL: 08 6557 7500

In preparing the financial statements, the Commission is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Commissioner.

Auditor's responsibilities for the audit of the financial statements

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Commissioner. The controls exercised by the Commissioner are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Commissioner are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2025, and the controls were implemented as designed as at 30 June 2025.

The Commission's responsibilities

The Commission is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer's Instructions and other relevant written law.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 *Assurance Engagements on Controls* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

Report on the audit of the key performance indicators

Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the Commissioner for the year ended 30 June 2025 reported in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators report of the Commissioner for the year ended 30 June 2025 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the Commissioner's performance and fairly represent indicated performance for the year ended 30 June 2025.

The Commission's responsibilities for the key performance indicators

The Commission is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions and for such internal controls as the Commission determines

necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Commission is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 3 Financial Sustainability – Requirement 5: Key Performance Indicators.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 3 - Requirement 5 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other information

The Commissioner is responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2025, but not the financial statements, key performance indicators and my auditor's report.

My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

Matters relating to the electronic publication of the audited financial statements and key performance indicators

This auditor's report relates to the financial statements and key performance indicators of the Commissioner for Children and Young People for the year ended 30 June 2025 included in the annual report on the Commissioner's website. The Commissioner's management is responsible for the integrity of the Commissioner's website. This audit does not provide assurance on the integrity of the Commissioner's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.

Jordan Langford-Smith
Senior Director Financial Audit
Delegate of the Auditor General for Western Australia
Perth, Western Australia
7 August 2025

Certification of financial statements



Primary Financial Statements

Disclosures and legal compliance

Certification of financial statements

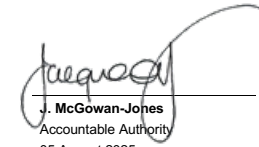
For the financial year ended 30 June 2025

The accompanying financial statements of the Commissioner for Children and Young People (CCYP) have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the financial year ended 30 June 2025 and the financial position as at 30 June 2025.

At the date of signing, we are not aware of any circumstances which would render the particulars included within the financial statements misleading or inaccurate.



R. Montilva
Chief Finance Officer
05 August 2025



J. McGowan-Jones
Accountable Authority
05 August 2025

Primary Financial Statements

Financial statements

The Commissioner for Children and Young People (CCYP) has the pleasure in presenting its audited general purpose financial statements for the reporting period ended 30 June 2025 which provides users with the information about the CCYP's stewardship of resources entrusted to it. The financial information is presented in the following structure:

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Primary Financial Statements

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Financial statements



Primary Financial Statements

Statement of comprehensive income

For the year ended 30 June 2025

	Notes	2025 \$	2024 \$
COST OF SERVICES			
Expenses			
Employee benefits expense	2.1(a)	2,541,205	1,993,410
Supplies and services	2.3	684,916	803,271
Depreciation expenses	4.1	1,562	3,518
Finance costs	6.1	-	261
Accommodation expenses	2.3	341,469	340,585
Grants and Subsidies	2.2	13,000	-
Other expenses	2.3	172,289	136,133
Total cost of services		3,754,441	3,277,178
Income			
Other income	3.2	1,747	473
Total income		1,747	473
Net cost of services		3,752,694	3,276,705
Income from State Government			
Service appropriation	3.1	3,298,000	3,263,000
Resources received	3.1	312,695	188,750
Total income from State Government		3,610,695	3,451,750
Surplus/(deficit) for the period		(141,999)	175,045
Total comprehensive income for the period		(141,999)	175,045

The Statement of comprehensive income should be read in conjunction with the accompanying notes.

Primary Financial Statements

Statement of financial position

As at 30 June 2025

	Notes	2025 \$	2024 \$
Assets			
Current Assets			
Cash and cash equivalents	6.2	1,230,107	1,197,195
Receivables	5.1	30,467	46,838
Total Current Assets		1,260,574	1,244,033
Non-Current Assets			
Receivables	5.1	81,737	51,590
Amounts receivable for services	5.2	606,000	590,000
Plant and equipment	4.1	1,474	3,036
Total Non-Current Assets		689,211	644,626
Total assets		1,949,785	1,888,659
Liabilities			
Current Liabilities			
Payables	5.3	279,346	132,001
Employee related provisions	2.1(b)	168,433	191,076
Total Current Liabilities		447,779	323,077
Non-Current Liabilities			
Employee related provisions	2.1(b)	129,017	50,594
Total Non-Current Liabilities		129,017	50,594
Total liabilities		576,796	373,671
Net assets		1,372,989	1,514,988
Equity			
Contributed equity		10,000	10,000
Accumulated surplus		1,362,989	1,504,988
Total equity		1,372,989	1,514,988

The Statement of financial position should be read in conjunction with the accompanying note.

Primary Financial Statements

Statement of changes in equity

For the year ended 30 June 2025

	Contributed equity \$	Accumulated surplus/ (deficit) \$	Total equity \$
Balance at 1 July 2023	10,000	1,329,943	1,339,943
Surplus/(deficit)	-	175,045	175,045
Total comprehensive income for the period	-	175,045	175,045
Balance at 30 June 2024	10,000	1,504,988	1,514,988
Balance at 1 July 2024	10,000	1,504,988	1,514,988
Surplus/(deficit)	-	(141,999)	(141,999)
Total comprehensive income for the period	-	(141,999)	(141,999)
Balance at 30 June 2025	10,000	1,362,989	1,372,989

The Statement of changes in equity should be read in conjunction with the accompanying notes.

Primary Financial Statements

Statement of cash flows

For the year ended 30 June 2025

	Notes	2025 \$	2024 \$
Cash flows from the State Government			
Service appropriation		3,282,000	3,245,000
Net cash provided by the State Government		3,282,000	3,245,000
<i>Utilised as follows:</i>			
Cash flows from operating activities			
Payments			
Employee benefits	(2,450,210)	(1,958,609)	
Supplies and services	(344,642)	(618,512)	
Finance cost	-	(261)	
Accommodation	(341,469)	(340,585)	
GST payments on purchases	(88,752)	(111,485)	
Grants and subsidies	(13,000)	-	
Other payments	(172,289)	(136,133)	
Receipts			
GST receipts on sales	-	-	
GST receipts from taxation authority	107,358	109,986	
Other receipts	84,062	-	
Net cash provided by/(used in) operating activities		(3,218,942)	(3,055,599)
Cash flows from financing activities			
Payments			
Principal elements of lease payments	-	(590)	
Payment to accrued salaries account	(30,146)	(10,015)	
Net cash provided by/(used in) financing activities		(30,146)	(10,605)
Net increase in cash and cash equivalents		32,912	178,795
Cash and cash equivalents at the beginning of the period		1,197,195	1,018,400
Cash and cash equivalents at the end of the period	6.2	1,230,107	1,197,195

The Statement of cash flows should be read in conjunction with the accompanying notes.

Notes to Financial Statements

Notes to the financial statements

1. Basis of preparation

The CCYP is a Government not-for-profit entity controlled by the State of Western Australia, which is the ultimate parent.

A description of the nature of its operations and its principal activities have been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the accountable authority of the CCYP on 05 August 2025.

Statement of compliance

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, the Conceptual Framework and other authoritative pronouncements issued by the Australian Accounting Standards Board (AASB) as modified by Treasurer's instructions. Some of these pronouncements are modified to vary their application and disclosure.

The *Financial Management Act 2006* and Treasurer's instructions, which are legislative provisions governing the preparation of financial statements for agencies, take precedence over AASB pronouncements. Where an AASB pronouncement is modified and has had a significant financial effect on the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case the different measurement basis is disclosed in the associated note. All values are rounded to the nearest dollar.

Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- amount of GST incurred by the CCYP as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Contributed equity

Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior to, transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 8 – Requirement 8.1 (i) and have been credited directly to Contributed Equity.

Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for:

- Property, Plant and Equipment reconciliations.

Judgements and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and/or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

Notes to Financial Statements

2. Use of our funding

Expenses incurred in the delivery of services

This section provides additional information about how the CCYP's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the CCYP in achieving its objectives and the relevant notes are:

	Notes
Employee benefits expenses	2.1(a)
Employee related provisions	2.1(b)
Grants and Subsidies	2.2
Other expenditure	2.3

2.1(a) Employee benefits expense

	2025	2024
	\$	\$
Employee benefits	2,286,665	1,800,606
Superannuation – defined contribution plans	254,540	192,804
Total employee benefits provided	2,541,205	1,993,410

Employee Benefits include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave.

Superannuation is the amount recognised in profit or loss of the Statement of comprehensive income comprises employer contributions paid to the West State Super (WSS), other Government Employees Superannuation Board (GESB) schemes or other superannuation funds.

Notes to Financial Statements

2.1(b) Employee related provisions

	2025	2024
	\$	\$
Current		
Employee benefits provisions		
Annual leave	144,882	120,889
Long service leave	21,650	68,303
166,532	189,192	
Other provisions		
Employment on-costs	1,901	1,884
Total current employee related provisions	168,433	191,076
Non-current		
Employee benefits provisions		
Long service leave	127,491	50,150
Other provisions		
Employment on-costs	1,526	444
Total non-current employee related provisions	129,017	50,594
Total employee related provisions	297,450	241,670

Provision is made for benefits accruing to employees in respect of annual leave and long services leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

Annual leave liabilities are classified as current as there is no right at the end of the reporting period to defer settlement for at least 12 months after the end of the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

Long service leave liabilities are unconditional long service leave provisions and are classified as current liabilities as the CCYP does not have the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the CCYP has the right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave is calculated at present value as the CCYP does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement, discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Employment on-costs involve settlement of annual and long service leave liabilities which gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

Employment on-costs, including workers' compensation insurance premiums, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of 'Other expenditure [note 2.3](#) (apart from the unwinding of the discount (finance cost))' and are not included as part of the CCYP's 'employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

	2025	2024
	\$	\$
Employment on-costs provision		
Carrying amount at start of period	2,328	800
Additional provisions recognised	1,099	1,528
Carrying amount at end of period	3,427	2,328

Notes to Financial Statements

2.1 (b) Employee related provisions (continued)**Key sources of estimation uncertainty – long service leave**

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Several estimates and assumptions are used in calculating the CCYP's long service leave provision. These include:

- *expected future salary rates;*
- *discount rates;*
- *employee retention rates; and*
- *expected future payments.*

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

Notes to Financial Statements

2.2 Grants and Subsidies

	2025 \$	2024 \$
Grants and Subsidies	13,000	-
Total grants and subsidies	13,000	-

During the financial year 24-25, CCYP provided sponsorship to three youth not for profit entities.

2.3 Other expenditure

	2025 \$	2024 \$
Supplies and services		
Communications	1,006	1,477
Consultants and contractors	223,568	525,274
Consumables	37,835	39,701
Resources received free of charge	312,695	188,750
Lease, licence, fee and registration	109,812	48,068
Total supplies and services expenses	684,916	803,271
Accommodation expenses		
Office rental	341,469	339,430
Rental Car Bay	-	1,156
Total accommodation expenses	341,469	340,585
Other expenses		
Travel	119,001	109,511
Staff training	9,303	4,003
Rent, repairs and hire costs	3,541	5,077
General other expenses	14,932	17,542
Insurance	25,512	-
Total other expenses	172,289	136,133
Total other expenditure	1,198,674	1,279,989

Supplies and services expenses are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

Office rental is expensed as incurred as Memorandum of Understanding Agreement between the CCYP and the Department of Finance for the leasing of office accommodation contain significant substitution rights.

Rent, repairs and hire costs are recognised as expenses as incurred.

General other expenses comprise of printing costs, corporate credit card accruals and other staff costs.

Notes to Financial Statements

3. Our funding sources

How we obtain our funding

This section provides additional information about how the CCYP obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the CCYP and the relevant notes are:

	Notes
Income from State Government	3.1
Other income	3.2

3.1 Income from State Government

	2025 \$	2024 \$
Appropriation received during the period:		
- Service appropriation	3,298,000	3,263,000
Total service appropriation	3,298,000	3,263,000

Resources received from other public sector entities during the period:

- Department of Justice – IT and Corporate services support	235,697	111,738
- Government Offices Accommodation - Leasing	13,314	13,328
- Government Offices Accommodation – Fixtures & Fittings depreciation	63,684	63,684
Total resources received	312,695	188,750
Total income from State Government	3,610,695	3,451,750

Service Appropriations are recognised as income at fair value of consideration received in the period in which the CCYP gains control of the appropriated funds. The CCYP gains control of the appropriated funds at the time those funds are deposited in the bank account or credited to the holding account held at Treasury.

Resources received from other public sector entities is recognised as income equivalent to the fair value of assets received, or the fair value of services received that can be reliably determined and which would have been purchased if not donated.

Summary of consolidated account appropriations

For the year ended 30 June 2025

	2025 Budget Estimate \$	2025 Section 25 Transfers \$	2025 Additional Funding* \$	2025 Revised Budget \$	2025 Actual \$	2025 Variance \$
Delivery of Services						
Item 11 Net amount appropriated to deliver services	2,986,000	(80,000)		2,906,000	2,906,000	-
-Amount authorised by other statutes - <i>Salaries and Allowances Act 1975</i>	345,000		47,000	392,000	392,000	-
Total appropriations provided to deliver services	3,331,000	(80,000)	47,000	3,298,000	3,298,000	-
Total consolidated account appropriations	3,331,000	(80,000)	47,000	3,298,000	3,298,000	-

*Additional funding includes supplementary funding and new funding authorised under section 27 of the Act and amendments to standing appropriations.

Notes to Financial Statements

3.2 Other income

	2025 \$	2024 \$
Other income - Recoups	1,747	-
Net gain on disposal of leased asset		
Carrying amount of leased asset disposed	-	25,171
Clear lease liability remaining at cessation of lease	-	(22,847)
Depreciation write-back	-	(2,797)
Net gain on disposal of lease asset	-	473
Total other income	1,747	473

Other Income Recoups comprises of refunds from travel, venue hire and insurance.



Notes to Financial Statements

4. Key assets

This section includes information regarding the key assets the CCYP utilises to gain economic benefits or provide service potential. The section sets out both the key accounting policies and financial information about the performance of these assets:

	Notes
Plant and equipment	4.1

4.1 Plant and equipment

	Office Equipment	Total
Year ended 30 June 2025	\$	\$
1 July 2024		
Gross carrying amount	15,351	15,351
Accumulated depreciation	(12,315)	(12,315)
Carrying amount at start of period	3,036	3,036
Depreciation	(1,562)	(1,562)
Carrying amount at 30 June 2025	1,474	1,474
Gross carrying amount	15,351	15,351
Accumulated depreciation	(13,877)	(13,877)

Initial recognition

Items of plant and equipment, costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of plant and equipment costing less than \$5,000 are immediately expensed direct to the Statement of Comprehensive Income (other than where they form part of a group of similar items which are significant in total).

Subsequent measurement

Plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Useful lives

All plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits.

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful life: Years
Office equipment	5 years

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments should be made where appropriate.

Notes to Financial Statements

Impairment

Non-financial assets, including plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income to the extent that the impairment loss does not exceed the amount in the revaluation surplus for the class of asset.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However, this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

Notes to Financial Statements

5. Other assets and liabilities

This section sets out those assets and liabilities that arose from the CCYP's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes
Receivables	5.1
Amounts receivable for services (Holding Account)	5.2
Payables	5.3

5.1 Receivables

	2025 \$	2024 \$
Current		
GST receivable	23,367	41,972
Other receivable ^(a)	7,100	4,866
Total current	30,467	46,838
Non-current		
Accrued salaries account ^(b)	81,737	51,590
Total non-current	81,737	51,590
Total receivables at end of the period	112,204	98,428

^(a) Other receivables include salary overpayments as at 30 June 2025.

^(b) Funds transferred to Treasury for the purpose of meeting the 27th pay in a reporting period that occurs every 11 years. This account is classified as noncurrent except for the year before the 27th pay year.

Accrued salaries account contains amounts paid annually into the Treasurer's special purpose account. It is restricted for meeting the additional cash outflow for employee salary payments in reporting periods with 27 pay days instead of the normal 26. No interest is received on this account

5.2 Amounts receivable for services (Holding Account)

	2025 \$	2024 \$
Non-current	606,000	590,000
Total Amounts receivable for services at end of period	606,000	590,000

Amounts receivable for services represents the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability.

The amounts receivable for services are financial assets at amortised cost and are not considered impaired (i.e. there is no expected credit loss of the holding accounts).

5.3 Payables

	2025 \$	2024 \$
Current		
Payables to the ATO	144,679	630
Trade payables ¹	9,119	39,993
Accrued expenses	37,529	35,530
Accrued salaries	78,941	45,558
Accrued superannuation	9,078	10,290
Total payables at end of period	279,346	132,001

Payables are recognised at the amounts payable when the CCYP becomes obliged to make future payments because of a purchase of assets or services. The carrying amount is equivalent to fair value as settlement for the CCYP is generally within 20 working days.

Accrued salaries represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight after the reporting period. The CCYP considers the carrying amount of accrued salaries to be equivalent to its fair value.

¹Trade payables include accounts payable, credit card accruals, and intercompany payable.

Notes to Financial Statements

6. Financing

This section sets out the material balances and disclosures associated with the financing and cash flows of the CCYP.

	Notes
Finance costs	6.1
Cash and cash equivalents	6.2

6.1 Finance costs

	2025 \$	2024 \$
Interest expense		
Interest expense on lease liabilities	-	261
Total interest expense	-	261
Total finance costs expensed	-	261

Finance costs includes the interest component of the lease liability repayments to State Fleet.

The CCYP does not have any operational vehicles. In September 2023, an operational vehicle was transferred to the Department of Water and Environmental Regulation.

6.2 Cash and cash equivalents

	2025 \$	2024 \$
Cash and cash equivalents	1,230,107	1,197,195
Balance at end of period	1,230,107	1,197,195

For the purpose of the Statement of cash flows, cash and cash equivalent assets comprise of cash on hand.

Notes to Financial Statements

7. Financial instruments and contingencies

This note sets out the key risk management policies and measurement techniques of the CCYP.

	Notes
Financial instruments	7.1
Contingent assets and liabilities	7.2

7.1 Financial instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2025 \$	2024 \$
Financial assets		
Cash and cash equivalents	1,230,107	1,197,195
Financial assets at amortised cost ^(a)	718,204	646,456
Total financial assets	1,948,311	1,843,651
Financial liabilities		
Financial liabilities at amortised cost ^(b)	279,346	132,001
Total financial liability	279,346	132,001

(a) The amount of financial assets at amortised cost excludes GST recoverable from the ATO (statutory receivable).

(b) The amount of financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable)

7.2 Contingent assets and liabilities

The CCYP has no contingent assets or liabilities to disclose at the end of the reporting period.

Notes to Financial Statements

8. Other disclosures

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Notes
Events occurring after the end of the reporting period	8.1
Key management personnel	8.2
Related party transactions	8.3
Related bodies	8.4
Affiliated bodies	8.5
Remuneration of auditors	8.6
Supplementary financial information	8.7

8.1 Events occurring after the end of the reporting period

The CCYP had no events occurring after the end of the reporting period that impacted on the financial statements.

8.2 Key management personnel

The CCYP has determined key management personnel to include cabinet ministers and senior officers of the CCYP. The CCYP does not incur expenditures to compensate Ministers and those disclosures may be found in the *Annual Report on State Finances*.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of the CCYP for the reporting period are presented within the following bands:

Compensation band (\$)	2025	2024
350,001 – 400,000	1	1
200,001 – 250,000	1	-
150,001 – 200,000	-	1
	2025	2024
	\$	\$
Total compensation of senior officers	590,138	566,750

8.3 Related party transactions

The CCYP is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of the CCYP include:

- all cabinet ministers and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other agencies and statutory authorities, including related bodies, that are included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities);
- associates and joint ventures of a wholly-owned public sector entity; and
- Government Employees Superannuation Board (GESB).

Notes to Financial Statements

Material transactions with related parties

Outside of normal citizen type transactions with the CCYP, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

8.4 Related bodies

The CCYP has no related bodies.

8.5 Affiliated bodies

The CCYP has no affiliated bodies

8.6 Remuneration of auditors

Remuneration paid or payable to the Auditor General in respect of the audit for the current reporting period is as follows:

	2025	2024
	\$	\$
Auditing the accounts, financial statements controls and key performance indicators	34,117	31,300

8.7 Supplementary financial information

There was one loss of public property through theft in 2025 for an amount of \$681(2024: nil).

There were no write offs of public or other public property during the financial year (2024: nil).

There were no gifts of public property during the financial year (2024: nil).

Notes to Financial Statements

9. Explanatory statement

This section explains variations in the financial performance of the CCYP

	Notes
Explanatory statement for controlled operations	9.1

9.1 Explanatory statement for controlled operations

This explanatory section explains variations in the financial performance of the CCYP undertaking transactions under its own control, as represented by the primary financial statements.

All variances between annual estimates (original budget) and actual results for 2025, and between the actual results for 2025 and 2024 are shown below. Narratives are provided for key major variances which are more than 10% of the comparative and which are more than 1% of the following (as appropriate):

- 1) Estimate and actual results for the current year:
 - Total Cost of Services of the annual estimates for the Statement of comprehensive income and Statement of cash flows (i.e. 1% of \$3,571,000); and
 - Total Assets of the annual estimates for the Statement of financial position (i.e. 1% of \$1,702,000).
- 2) Actual results between the current year and the previous year:
 - Total Cost of Services of the previous year for the Statement of comprehensive income and Statement of cash flows (i.e. 1% of \$3,277,178); and
 - Total Assets of the previous year for the Statement of financial position (i.e. 1% of \$1,888,659).

Notes to Financial Statements

9.1.1 Statement of comprehensive income variances

	Variance Note	Estimate ⁽¹⁾ 2025	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
		\$	\$	\$	\$	\$
Expenses						
Employee benefits expense	A	2,498,000	2,541,205	1,993,410	43,205	547,795
Supplies and services	1,B	526,000	684,916	803,271	158,916	(118,355)
Depreciation expenses		16,000	1,562	3,518	(14,438)	(1,956)
Finance costs		-	-	261	-	(261)
Accommodation expenses		375,000	341,469	340,585	(33,531)	884
Grants and Subsidies		-	13,000	-	13,000	13,000
Other expenses	C	156,000	172,289	136,133	16,289	36,156
Total cost of services		3,571,000	3,754,441	3,277,178	183,441	477,263
Income						
Other Revenue		-	1,747	473	1,747	1,274
Total income other than income from State Government		-	1,747	473	1,747	1,274
Net cost of services		3,571,000	3,752,694	3,276,705	181,694	475,989
Income from State Government						
Service appropriation		3,331,000	3,298,000	3,263,000	(33,000)	35,000
Resources received	2,D	240,000	312,695	188,750	72,695	123,945
Total income from State Government		3,571,000	3,610,695	3,451,750	39,695	158,945
Surplus/(deficit) for the period		-	(141,999)	175,045	(141,999)	(317,044)
Total comprehensive income for the period		-	(141,999)	175,045	(141,999)	(317,044)

1. These are annual estimates published for the financial year ended 30 June 2025.

Notes to Financial Statements

**9.1.2 Statement of financial position
variances**

	Variance notes	Estimate 2025 ¹	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
		\$	\$	\$	\$	\$
Assets						
Current assets						
Cash and cash equivalents		1,018,000	1,230,107	1,197,195	212,107	32,912
Receivables		33,000	30,467	46,838	(2,533)	(16,371)
Total current assets		1,051,000	1,260,574	1,244,033	209,574	16,541
Non-current assets						
Receivables		42,000	81,737	51,590	39,736	30,146
Amounts receivable for services		604,000	606,000	590,000	2,000	16,000
Plant and equipment		5,000	1,474	3,036	(3,525)	(1,561)
Total non-current assets		651,000	689,211	644,626	38,211	44,585
Total assets		1,702,000	1,949,785	1,888,659	247,785	61,126

1. These are annual estimates published for the financial year ended 30 June 2025.

Notes to Financial Statements

**9.1.2 Statement of financial position
variances (continued)**

	Variance notes	Estimate 2025 ¹	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
		\$	\$	\$	\$	\$
Liabilities						
Current liabilities						
Payables		50,000	279,346	132,001	229,346	147,345
Employee related provisions	3,E	205,000	168,433	191,076	(36,567)	(22,643)
Other current liabilities	4	81,000	-	-	(81,000)	-
Total current liabilities		336,000	447,779	323,077	111,779	124,702
Non-current liabilities						
Employee related provisions	5,F	17,000	129,017	50,594	112,017	78,423
Total non-current liabilities		17,000	129,017	50,594	112,017	78,423
Total liabilities		353,000	576,796	373,671	223,796	203,125
Net assets		1,349,000	1,372,989	1,514,988	23,989	(141,999)
Equity						
Contributed equity		18,000	10,000	10,000	(8,000)	-
Accumulated surplus		1,331,000	1,362,989	1,504,988	31,989	(141,999)
Total equity		1,349,000	1,372,989	1,514,988	23,989	(141,999)

1. These are annual estimates published for the financial year ended 30 June 2025.

Notes to Financial Statements

9.1.3 Statement of cash flows
variances

	Variance notes	Estimate ⁽¹⁾ 2025	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
		\$	\$	\$	\$	\$
Cash flows from state government						
Service appropriation		3,315,000	3,282,000	3,245,000	(33,000)	37,000
Net cash provided by State Government		3,315,000	3,282,000	3,245,000	(33,000)	37,000
Cash flows from operating activities						
Payments						
Employee benefits	G	(2,498,000)	(2,450,210)	(1,958,609)	47,790	(491,601)
Supplies and services	6,H	(287,000)	(344,642)	(618,512)	(57,642)	273,870
Finance costs		-	-	(261)	-	261
Accommodation		(327,000)	(341,469)	(340,585)	(14,469)	(884)
Grants and Subsidies		-	(13,000)	-	(13,000)	(13,000)
GST payments on purchases		(91,000)	(88,752)	(111,485)	2,248	22,733
Other payments	I	(200,000)	(172,289)	(136,133)	27,711	(36,156)
Receipts						
GST receipts from taxation authority		88,000	107,358	109,986	19,358	(2,628)
Other receipts	7,J	-	84,062	-	84,062	84,062
Net cash used in operating activities		(3,315,000)	(3,218,942)	(3,055,599)	96,058	(163,343)

Notes to Financial Statements

**9.1.3 Statement of cash flows
variances (continued)**

Variance notes	Estimate 2025	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
	\$	\$	\$	\$	\$
Cash flows from financing activities					
Payments					
Principal elements of lease payments	-	-	(590)	-	590
Payment to accrued salaries account	-	(30,146)	(10,015)	(30,146)	(20,131)
Net cash used in financing activities	-	(30,146)	(10,605)	(30,146)	(19,541)
Net increase in cash and cash equivalents	-	32,912	178,795	32,912	(145,883)
Cash and cash equivalents at the beginning of the period	1,060,000	1,197,195	1,018,400	137,195	178,795
Cash and cash equivalents at the end of the period	1,060,000	1,230,107	1,197,195	170,107	32,912

1. These are annual estimates published for the financial year ended 30 June 2025.

Notes to Financial Statements

Major estimate and actual (2025) variance narratives:

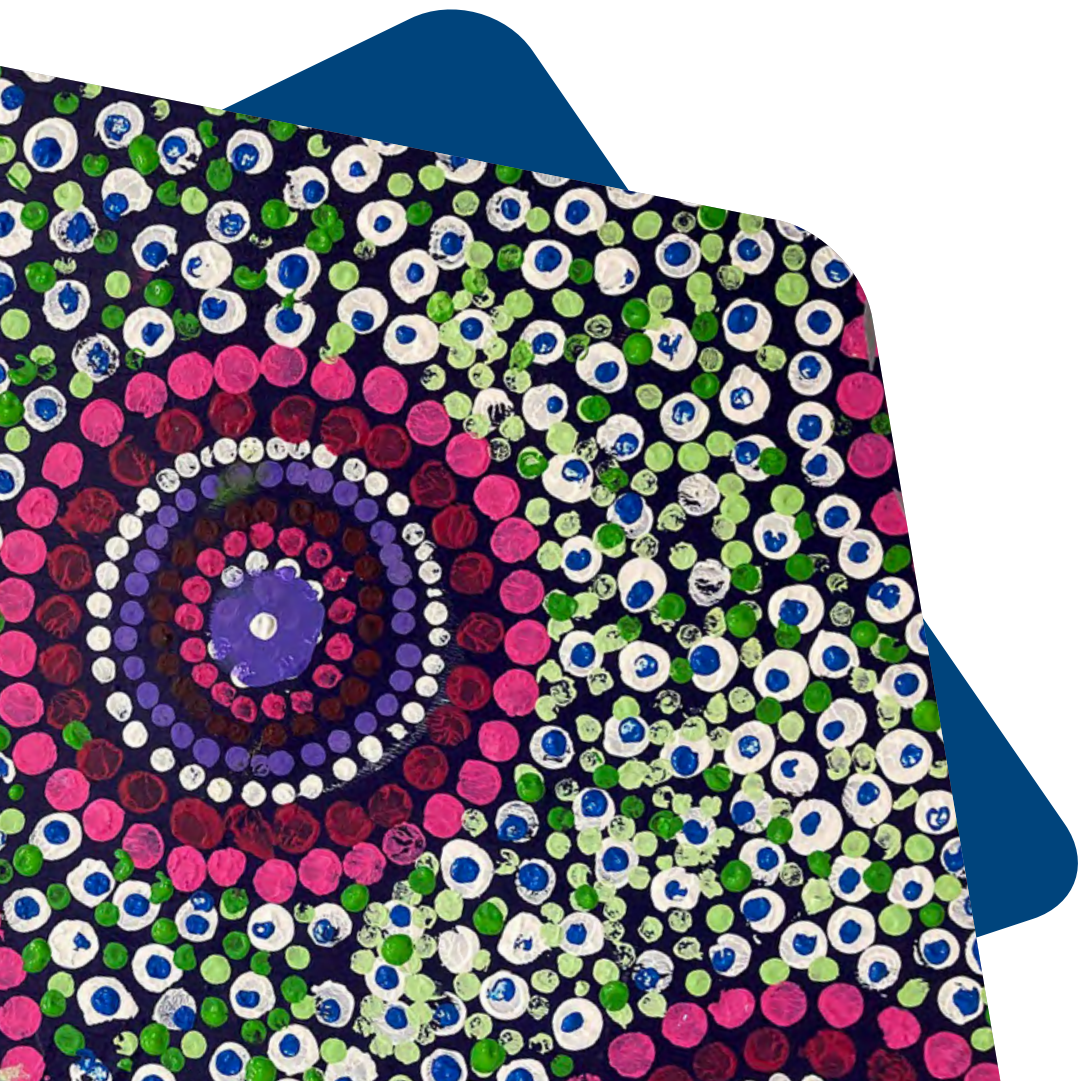
1. Supplies and services exceeded the estimate mainly due to IT and corporate support services received free of charge.
2. Resources received were higher than the estimate due to higher IT support services received from the Department of Justice.
3. Employee provisions (current) is less than the estimate. This is due to a decrease in leave balances due to employees cashing out leave.
4. The CCYP did not have any other current liabilities in 2025. The estimate was based on assumptions made at the time of budget paper preparation.
5. Employee provision (non-current) is higher due to the appointment of permanent staff and increase in long service leave non-current portion.
6. Supplies and services exceeded the estimate due to a website platform upgrade.
7. Other receipts exceeded the estimate. This is due to an administrative error by the Australian Taxation Office (ATO) which resulted in additional monies being refunded to the CCYP.

Major actual (2025) and comparative (2024) variance narratives:

- A. Employee benefits expense was higher in 2025 due to additional staff resources required to cover staff on unplanned leave and appointment of permanent staff.
- B. Supplies and services expense was lower in 2025 as the use of labour hire arrangements reduced and other professional services.
- C. Other expenses were higher in 2025 due to increased travel costs for the speaking out survey and insurance premiums.
- D. Resources received were higher in 2025 due to higher IT support services received from the Department of Justice.
- E. Employee provisions (current) reduction was due to the employees cashing out leave.
- F. Employee provisions (non-current) was higher due to the appointment of permanent staff.
- G. Employee benefits expense was higher in 2025 due to the permanent appointment of staff and less reliance on labour hire arrangements.
- H. Supplies and services expense was lower in 2025 as the use of labour hire arrangements reduced and other professional services.
- I. Other payments were higher in 2025 due to increased travel costs related to the speak out survey and insurance premiums.
- J. Other receipts were higher in 2025 due to an administrative error made by the ATO which resulted in additional monies refunded to the CCYP.



Key Performance Indicators



Certification of Key Performance Indicators

I hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Commissioner for Children and Young People's performance, and fairly represent the performance of the Commissioner for Children and Young People for the financial year ended 30 June 2025.



J. McGowan-Jones
Accountable Authority

5 August 2025



Detailed Key Performance Indicators information

COMMISSIONER FOR CHILDREN AND YOUNG PEOPLE
APPROVED OUTCOME BASED MANAGEMENT STRUCTURE

Government Goal

Safe, Strong and Fair Communities: Supporting our local and regional communities to thrive

Agency Level Desired Outcome

The views and issues of children and young people are heard and acted upon

Service

Consultation, research and promotion of the wellbeing of children and young people

Key Effectiveness Indicators

- 1.1 Extent to which children and young people in various regions of the State are consulted.
- 1.2 Extent to which issues impacting upon children and young people are researched advocated and promoted

Key Efficiency Indicators

- 2.1 Unit cost per child
- 2.2 Unit cost per representation

Key Effectiveness Indicator 1.1

Extent to which children and young people in various regions of the State are consulted.

Description

It is a responsibility of the Commissioner to consult with a broad range of children and young people throughout Western Australia (WA) each year. The scope and goals for this are set out in the *Commissioner for Children and Young People Act 2006* (CCYP Act) and the Strategic Plan. Consultation will comprise a number of discrete projects, involving the Commissioner (or the staff of the office, or a consultant/contractor employed to act on the Commissioner's behalf) seeking the considered views of children and young people on a range of issues in both metropolitan and regional locations across WA.

Target: 2,000 children and young people consulted

Number of children and young people consulted in regional and metropolitan areas.

Reporting period	2021-22	2022-23	2023-24	2024-25
Regional	675	300	632	2132
Metropolitan	612	126	1370	7937
Online ¹	301	4,086 ²	800	1,598
Total number of children and young people consulted	1,588	4,512	2802	11,670 ³

Notes

Note 1 – The online number represents children and young people from metropolitan and regional areas engaging in online surveys. Where identification of regional participants was not possible across online platforms, the responses have been collated together.

Note 2 – In the financial year 2022-23, online vaping survey was conducted by the Commissioner with 3,235 young people responding.

Note 3 – the number of children and young people consulted in 2024-25 greatly exceeded the target due to the Speaking Out Survey which is a large-scale research project conducted every three years. Consultation on this project will continue into Q1 2025-26.

Key Effectiveness Indicator 1.2

Extent to which issues impacting upon children and young people are researched, advocated and promoted.

Description

The Commissioner’s role includes analysing and interpreting the information collected through the consultation and research process to identify issues and trends affecting children and young people. The Commissioner is responsible for making representations that explore the impact of these issues, and advocate for and promote the views of children and young people and matters that are in the best interests of their wellbeing.

Target: 250 representations

Number of representations¹

Type of representation	Number of representations			
Reporting period	2021-22	2022-23	2023-24	2024-25
Submissions	28	16	29	19
Publications	23	13	12	9
Evidence before Parliamentary Committee	0	1	2	1
Speeches and presentations	41	34	32	37
Media articles	35	73	127	176
Forums and seminars	0	2	0	3
Strategic advocacy meetings	217	148	249	332
CCYP support for research proposals	5	5	0	0
Community consultations	39	14	6	2
TOTAL	388	306	457	579 ²

Notes

Note 1 – Representations include submissions; publications; evidence to Parliamentary inquiries and committees; presentations and speeches; media articles; forums and seminars; strategic advocacy meetings; support for research proposals; and community consultations.

Note 2 – The 2024-25 actual exceeded target mainly due to increased advocacy by the Commissioner to government and non-government sectors following the release of the Hear Me Out Report – Inquiry into Implementation Progress for Banksia Hill’s Model of Care Instruction, and the preparation for the Speaking Out Survey.

Key Efficiency Indicators 2.1 and 2.2

Consultation, research, and the promotion of the wellbeing of children and young people are services provided by CCYP, and the scope and goals for these are prescribed in the CCYP Act. The key efficiency indicators measure the level of resources used to deliver the services.

Key Efficiency Indicators	Actual 2021-22	Actual 2022-23	Actual 2023-24	Actual 2024-25	Target 2024-25
2.1 Unit cost per child	\$699	\$330	\$660	\$129 ¹	\$581
2.2 Unit cost per representation	\$4,967	\$5,322	\$3,125	\$3,588 ²	\$7,839

Notes

Note 1 - The unit cost per child is less than the 2024-25 target as a direct result of the Speaking Out Survey being conducted during Q4 of 2024-25.

Note 2 - The unit cost per representation is less than the 2024-25 target due to increased strategic advocacy opportunities, media engagement and submissions.

Disclosures and legal compliance



Good governance

Internal Audit Committee

In responding to the Public Sector Commission's key actions of promoting integrity and helping prevent misconduct and corruption, the Commissioner has an Internal Audit Committee. In 2024 the Internal Audit Charter was updated, a new audit plan has been developed including the adoption of the 'Global Internal Audit Standards™'.

Risk management

The Commissioner for Children and Young People's Risk Management Framework stands as a cornerstone in safeguarding the organisation's operations. Throughout the 2024-25 financial year, a review of corporate risks was undertaken, culminating in the development of an updated and fit-for-purpose Strategic Risk Register. This process involved a comprehensive assessment of potential threats and vulnerabilities facing the organisation, considering internal and external factors that could impact its ability to fulfill its mandate effectively.

By providing a dedicated platform for discussing risk mitigation strategies and assessing the effectiveness of existing controls, the Commissioner for Children and Young People

maintains a proactive stance in identifying and addressing potential risks, thereby safeguarding the well-being and rights of children and young people in Western Australia. Risk is a key platform in the strategic plan. It is also discussed and managed through the internal audit committee process.

Financial management

Throughout the 2024-25 financial year, we continued to have the corporate functions, including finance provided by the Department of Justice. This has assured we are connected to critical financial management processes and oversight by the Chief Financial Officer.

The Commissioner's commitment to financial transparency and accountability is exemplified through the monthly provision of comprehensive financial management reports at Corporate Executive meetings. These reports undergo thorough scrutiny and are subject to endorsement, providing an opportunity for the executive team to assess the organisation's fiscal health. The Financial Management Manual, overseen by the Department of Justice and the Chief Finance Officer, undergoes regular review and updates to ensure its alignment with legislative mandates and policy changes.

This proactive approach to financial governance not only safeguards the organisation against potential risks but also fosters a culture of continuous improvement and adherence to best practices in financial management.

Policies and procedures

The Commissioner's commitment to governance excellence is underscored by the continuous review, updating, and addition of policies and procedures to the Corporate Governance Framework. Each policy undergoes a review process and is subject to thorough scrutiny before being endorsed by the Commissioner. This ensures that the framework remains dynamic and responsive to evolving regulatory landscapes and organisational needs.



Ministerial directives

Except under Section 26 of the *Commissioner for Children and Young People Act 2006*, the Commissioner is not subject to direction by a Minister or any other person in the performance of her functions.

There were no directions under Section 26 of the Act in 2024-25.

Other financial disclosures

Board and Committee Remuneration

The Commissioner does not have any State Boards or Committees as defined in the Premier's Circular 2025/15 – State Government Boards and Committees.

Workers' compensation

There were zero workers compensation claims in 2024-25, and zero work-related injuries. The Commissioner's office is committed to providing a healthy, safe and accident-free workplace for all employees, contractors and visitors by complying with the *Work Health and Safety Act 2020 (WHS Act)* and the *Workers' Compensation and Injury Management Act 2023*.



Other legal requirements

Advertising

Section 175ZE of the *Electoral Act 1907* requires public agencies to report details of expenditure to organisations providing services in relation to advertising, market research, polling, direct mail and media advertising. The agency has incurred \$0 expenditure of this nature.

Credit cards

Staff in the office of the Commissioner for Children and Young People are allocated corporate purchasing (credit) cards where their functions demonstrate a need for this facility. During the 2024-25 financial year, there were five instances of personal use and the Chief Finance Officer was immediately informed they occurred. The nature of the expenditure was immaterial and characteristic of an honest mistake. A reimbursement was promptly made on each occasion and the five instances of credit card misuse totalled \$171.39.

Disability Access and Inclusion Plan

The Commissioner's Disability Access and Inclusion Plan (DAIP) 2022-26 aims to demonstrate best practice and ensure that children and young people with disability have equitable access to facilities and services

provided by this organisation. The Youth Disability Advocacy Network of WA (YDAN) have assisted in reviewing the current plan.

Recruitment templates have been updated to increase accessibility, and a program of updating corporate information and templates to AA standard (WACAG 2.0) was commenced in 2022-23 and will continue as a standard practice. All published documents meet the accessible word documents guidelines, and all of our publications are available in alternative formats on request.

Further, in accordance with our plan, the Commissioner's projects and policies consider and outline any specific requirements of children and young people with a disability. Staff and contractors are made aware of our DAIP and supporting policies and strategies.

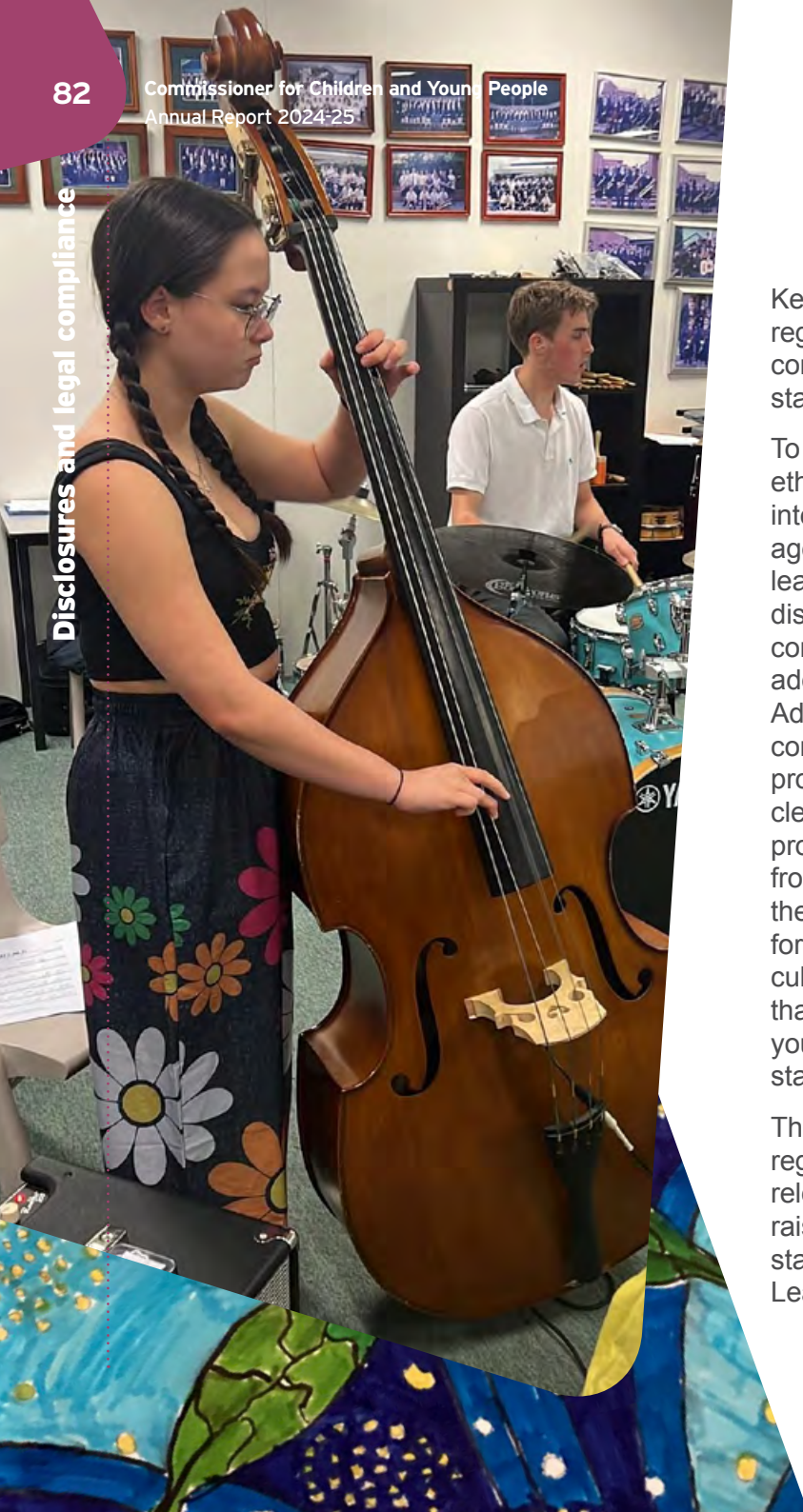
All forums for children and young people hosted by the Commissioner consider disability access and inclusion requirements, including those children and young people who were neurodivergent (for example, background noise, bright lights etc). Hearing loops are used as required. Throughout the year, the Commissioner has paid particular attention to consultation strategies that consider the needs of children and young people with a disability and requirements to support their participation.

The plan is included as part of the Commissioner's performance appraisals for all staff and is available in the records management system of the office and on the website. As the current DAIP is set to expire next year, a review is underway and a new DAIP will be drafted in the 2025-26 financial year.

Compliance with Public Sector Standards and ethical codes

Part of the Public Sector Commissioner's role is to promote and maintain integrity, conduct and ethics in the Western Australian government sector. The responsibilities of this role are contained in the **Public Sector Management Act 1994**, **Corruption, Crime and Misconduct Act 2003** and the **Public Interest Disclosure Act 2003**.

The Commissioner for Children and Young People has demonstrated a steadfast commitment to upholding integrity and ethical standards within its operations, aligning closely with the directives outlined in the Western Australian Public Sector Commissioner's Instruction 40: Ethical Foundations. Central to this commitment is the implementation of a comprehensive Integrity Framework, designed to ensure accountability, transparency, and ethical conduct across all facets of the organisation.



Key components of this framework include regular review and dissemination of the code of conduct, which serves as a guiding principle for staff behaviour and decision-making.

To reinforce the importance of integrity and ethical behaviour, the Commissioner has integrated integrity-related items as standing agenda points at corporate executive and leadership meetings. This ensures that discussions surrounding integrity and compliance are prioritised and regularly addressed at all levels of the organisation. Additionally, the Code of Conduct is a cornerstone of the organisation's staff induction process, providing new employees with clear guidelines and expectations regarding professional conduct and ethical responsibilities from the outset of their employment. Through these proactive measures, the Commissioner for Children and Young People cultivates a culture of integrity and accountability, ensuring that the well-being and rights of children and young people are upheld with the utmost ethical standards.

Throughout 2024-25, the Commissioner held regular staff meetings where any matters relevant to Public Sector Standards could be raised and discussed. Integrity and risk are standing agenda items in Corporate Executive Leadership and Staff meetings.

The Commissioner has established procedures to ensure compliance with s31(1) of the *Public Sector Management Act 1994*.

No Breach of Standard Claims was lodged in the current reporting period.

There have been no breaches of the Public Sector Code of Ethics or the Commissioner for Children and Young People Code of Conduct. Nor were there any public interest disclosures regarding the activities of the Commissioner's office.

Recordkeeping Plan

Section 19 of the *State Records Act 2000* requires all agencies to have an approved Record Keeping Plan (RKP) that must be complied with by the organisation and its officers.

The reviewed and amended RKP was approved by the State Records Commission on 10 April 2025 and will be due for review in accordance with section 28 of the *State Records Act 2000* in 2030. Recordkeeping forms part of the induction process for new staff members and staff are regularly updated and reminded about their recordkeeping responsibilities by email.

Government policy requirements

WA Multicultural Policy Framework

The Commissioner supports an inclusive and harmonious society where everyone, especially children and young people, has a strong sense of belonging, where they can participate and contribute fully to all aspects of life, and can achieve their goals.

The Commissioner has a legislative requirement to give priority to, and have a special regard for, the interests and needs of Aboriginal and Torres Strait Islander children and young people, and children and young people who are vulnerable or disadvantaged for any reason.

The Commissioner's **Multicultural Plan 2021-26** outlines the commitment and actions of the office to ensure that all WA children and young people, including those from Culturally and Linguistically Diverse (CaLD) backgrounds, have the opportunity to participate equitably in every aspect of civic, social and economic environments. The Commissioner's own policies, projects, research and consultations each aim to be culturally responsive and inclusive.

The Multicultural Plan is aligned with the WA Multicultural Policy Framework and the three policy priority areas along with the Commissioner's corresponding strategies and actions for each, which include the following.

Harmonious and inclusive communities:

- Promote the benefits of cultural and linguistic diversity and celebrate the achievements of people CaLD backgrounds.
- Address racism and discrimination at both an individual and institutional/systemic level, including implementing the Policy Framework for Substantive Equality.
- Develop workplace cultures that are welcoming and inclusive of all Western Australians.

Culturally responsive policies, programs and services:

- Provide language services to ensure language is not a barrier to equitable access to information and services, including complaints processes.
- Collect and analyse cultural and linguistic data to contribute to the identification of client needs, the development of policies and programs, and evaluation of outcomes.
- Enable culturally diverse communities to have meaningful input into policies, programs and systems through co-design and planning, co-delivery and implementation, and evaluation processes.
- Implement recruitment and selection processes that facilitate workforce diversity and provide opportunities for the development of cultural competencies across the workforce.

Economic, social, cultural, civic and political participation:

- Implement recruitment and career development processes that support employment and progression of staff from CaLD backgrounds.
- Achieve equitable representation of people from culturally and linguistically diverse backgrounds at all levels and in decision making.
- Identify, develop and promote initiatives that support the development of businesses and the entrepreneurial potential of Western Australia's CaLD community.
- Identify, develop and implement initiatives that encourage social, cultural, civic and political participation by members of Western Australia's CaLD community.
- Develop and strengthen global connections through partnerships with Western Australia's CaLD communities and businesses.
- Implement recruitment and career development processes that support employment and progression of staff from CaLD backgrounds.
- Achieve equitable representation of people from culturally and linguistically diverse backgrounds at all levels and in decision making.

The Commissioner has committed to having a culturally and linguistically diverse workforce and has engaged a number of staff with English

as an additional language and Aboriginal staff members. Recognising the value of diverse perspectives and experiences, the Commissioner actively seeks to create a team that reflects the multicultural and Indigenous communities they serve.

Substantive equality

Substantive equality aims to achieve equitable outcomes for all Western Australians as far as possible. The Commissioner represents and advocates on behalf of all children and young people under the age of 18 years in WA. The Commissioner is required to have special regard for the needs of Aboriginal and Torres Strait Islander children and young people, and other vulnerable children and young people. The work of the office wholeheartedly supports substantive equality.

Reconciliation

All work undertaken by the Commissioner is underpinned by the legislative requirement to have special regard for Aboriginal and Torres Strait Islander children and young people.

- An Acknowledgement of Country is made in all speeches and meetings as well as in the banner of all Commissioner's office related emails and on the front door of our office.
- In planning regional visits, the Commissioner respects cultural authority and requests

permission from Elders to visit communities and engage with their young people.

- All submissions to the Corporate Executive are reviewed to consider and identify any implications for Aboriginal and Torres Strait Islander children and young people.
- Any consultations conducted by, or on behalf of, the Commissioner for Children and Young People must include young Aboriginal people or their representatives whenever possible.
- Staff within the Commissioner's office have completed the Public Sector Commissioner's cultural awareness training which is mandatory for public sector employees and board members under **Commissioner's Instruction 29**. The Commission's **training resource** is an engaging and interesting way to meet this requirement and learn about the world's oldest continuous culture.
- The representation of Aboriginal people in the team is currently at 23.5 per cent and recruitment activities seek to continue this trend.
- Cultural learning is a continuous feature delivered through various sessions, at staff meetings, 'lunchbox learning' and other formal opportunities. Increased staff sessions were carried out in the first half of 2025 in preparation for extensive regional and remote travel for the Speaking Out Survey.

National Principles for Child Safe Organisations and Child Friendly Complaints Mechanisms

The Commissioner has comprehensive child safe strategies in place, including a structured approach to risk management to clearly identify, analyse, evaluate and implement mechanisms to eliminate or mitigate identified risks to the safety and wellbeing of children and young people in all work, consultations, advisory committees and in the community.

National Principle Six details the implementation of child friendly complaints processes.

The Commissioner has readily accessible mechanisms for children and young people and their families or advocates to provide feedback and to make complaints that meet the expectations of this principle. Significant work was done in this area in 2024-25 to further improve the Commissioner's complaints processes and resources for children and young people.

In 2024-25, feedback from children and young people was proactively sought in consultation activities.

The Commissioner continued to express concern for significant delays in establishing an oversight mechanism after previous advice this would be resolved in 2024.

Occupational safety, health and injury management

Active and continuous improvement in safety management practices at the Commissioner’s office demonstrates dedication to this aspect of office life by the Commissioner and her staff.

Occupational safety and health is a standing item on the Corporate Executive meeting agenda. This enables any staff member to raise concerns or requests with management which will be discussed at each Corporate Executive meeting as required.

All workstations have been provided with a sit-stand desk attachment.

Workplace assessments are undertaken by request of a staff member and recommendations are actioned in a timely manner.

There have been no critical incidents to report for the 2024-25 year.

Occupational safety and health data in this reporting period

Measures	Results			Targets	Comments about targets
	2022-23	2023-24	2024-25		
Number of fatalities	0	0	0	0	Target met
Lost time injury and disease incidence rate	0	0	0	0 or 10% reduction in incidence rate	Target met
Lost time injury and severity rate	0	0	0	0 or 10% reduction in incidence rate	Target met
Percentage of injured workers returned to work (i) within 13 weeks	0	0	0	Actual target to be stated	Target met
Percentage of injured workers returned to work (ii) within 26 weeks	0	0	0	Greater than or equal to 80%	Target met
Percentage of managers trained in work health and safety injury management responsibilities, including refresher training within 3 years	16%	20%	20%	Greater than or equal to 80%	Target not met for 2024-25



Commissioner for Children and Young People
Western Australia

Connect with the Commissioner



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Special thanks to the children and young people of WA who submitted the artworks used in this annual report during our Acknowledgment of Country project earlier this year. Many are students at Fitzroy Valley District High School. Credited in order of appearance:

- | | |
|-------------|-------------|
| - Surahanni | - Zaretha |
| - Ira | - Aakarshen |
| - Harley | - Seth |
| - Faith | - Ava |
| - Denzel | - Mahalia |
| - Gisele | - Mila |
| - Autumn | - Levayaz |
| - Harley | - Ismahl |
| - Kyle | - Hailey |