

# **ST EUPHEMIA COLLEGE**

**K-12**



**CHILD PROTECTION**

**POLICY**

**2014**

## Introduction

This Policy will be made available to all staff, contractors and volunteers during their employment or engagement with the School to ensure a clear understanding of their duties and obligations under the key items of child protection legislation in NSW. This Policy outlines the key concepts and definitions under the relevant legislation including mandatory reporters, reportable conduct, and risk management. It also sets out expected standards of behaviour in relation to employees and contractors and their relationships with students.

For the purposes of this Policy, a 'child' is defined as a person under 16 years of age.

A 'young person' is defined as a person who is aged 16 years or above but under the age of 18.

A 'student' is defined as a person under the age of 18 and over the age of 18 who is enrolled at our School.

## General

The safety, protection and wellbeing of all students are of fundamental importance to the School.

Both you and the School have a range of obligations relating to the safety, protection and welfare of students including:

- a duty of care to ensure that reasonable steps are taken to prevent harm to students
- obligations under child protection legislation
- obligations under work health and safety legislation.

Child protection is a community responsibility.

## Key Legislation

There are three key pieces of child protection legislation in New South Wales:

- the *Children and Young Persons (Care and Protection) Act 1998* (NSW) (the **Care and Protection Act**)
- the *Child Protection (Working With Children) Act 2012* (NSW) (the **WWC Act**)
- the *Ombudsman Act 1974* (NSW) (the **Ombudsman Act**).

## Your Obligations to Report

The legislation outlines circumstances which require reporting of child protection issues. Further to these circumstances, the School requires you to report any concern you may have about the safety, welfare or wellbeing of a child or young person to the Principal.

If the allegation involves the Principal, you are required to report to the Chairperson of the Board of Governors.

This obligation is part of the School's overall commitment to the safety, welfare and well being of children.

### **Other Related Policies**

Please note that there are a number of other School policies that relate to child protection which you need to be aware of and understand including:

- a) the **Staff Code of Conduct** which sets out information about the standards of behaviour expected of all employees, contractors and volunteers of the School
- b) the **Work Health and Safety Policy** which summarises the obligations imposed by work health and safety legislation on the School and workers
- c) the **Discrimination, Harassment and Bullying Policies** which summarise to your obligations in relation to discrimination, harassment and bullying
- d) the **Student Welfare Policies** - Primary and High School.

### **Policy Review**

This Policy is to be reviewed as required.