



Name of Policy	Child Protection
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Applies to	Whole College
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Table of Contents

1. INTRODUCTION.....	4
1.1 Purpose and scope	4
1.2 Key legislation.....	4
1.3 Related policies	4
2. CHILD PROTECTION.....	5
2.1 Children protection concerns	5
2.2 Child wellbeing concerns.....	5
2.3 Staff member responsibilities.....	5
3. TRAINING	6
3.1 The College	6
3.2 Staff members	6
4. WORKING WITH CHILDREN	6
4.1 Responsibilities for working with children checks.....	6
4.2 Working with children check clearance.....	7
4.3 Ongoing monitoring.....	8
4.4 Process for reporting to OCG	8
5. MANDATORY REPORTING	9
5.1 Reports to Communities and Justice.....	9
5.2 Process for mandatory reporting.....	10
5.3 Process for reporting concerns about students.....	10
6. REPORTABLE CONDUCT	11
6.1 Reportable conduct.....	11
6.2 Process for reporting of reportable conduct allegations or convictions.....	13
6.3 Process for investigating an allegation of reportable conduct	14
6.4 Risk management throughout an investigation of a reportable conduct allegation.....	15
7. CRIMINAL OFFENCES	17
7.1 Failure to protect offence (Crimes Act 1900 – NSW).....	17
7.2 Failure to report offence (Crimes Act 1900 – NSW)	17
7.3 Special Care Relationships (Crimes Act 1900 – NSW)	17
ACKNOWLEDGEMENT	18



1. INTRODUCTION

1.1 Purpose and scope

Masada College aims to ensure a safe and supportive environment for all students as well as meeting its legislative obligations in relation to child protection.

All staff are provided with a Staff Code of Conduct which outlines the legislative context for staff, their Duty of Care and their legal liability and provides general guidelines to ensure that Masada has a safe, supportive environment.

This policy sets out staff responsibilities for child protection and processes that staff must follow in relation to child protection matters. This policy applies to all staff members, which includes employees, contractors and volunteers.

Staff members who fail to adhere to this policy may be in breach of their terms of employment.

1.2 Key legislation

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

the Child Protection Act 1999, the Child Protection Regulation 2017, the Child Protection Act 1999 (NSW) and the Child Protection Regulation 2017 (NSW); and the Child Protection Act 1999 (NSW) and the Child Protection Regulation 2017 (NSW).

1.3 Related policies

There are a number of other School policies that relate to child protection that staff members must be aware of and understand including (but not limited to):

- Staff Code of Conduct - sets out information about the standards of behaviour expected of all staff members;
- Work Health and Safety Policy - identifies the obligations imposed by work health and safety legislation on the College and staff members;
- Discrimination, Harassment and Bullying Policy- summarises obligations in relation to unlawful discrimination, harassment and bullying;
- Grievance Handling Policy and Procedures . provides the steps taken by the College in addressing grievances;
- Anti-bullying Policy; and
- Behaviour Management and Welfare Policies (Junior and Senior School).

1.4 Compliance and records

The College Principal monitors compliance with this policy and securely maintains College records relevant to this policy, which includes:

- register of staff members who have read and acknowledged that they read and understood this policy;
- working with children check clearance (WWCC clearance) verifications;
- mandatory reports to the Department of Communities and Justice (DCJ), previously known as Family and Community Services; and
- reports of reportable conduct allegations, the outcome



2. CHILD PROTECTION

The safety, protection and welfare of students is the responsibility of all staff members and encompasses:

a duty of care to ensure that reasonable steps are taken to prevent harm to students which could reasonably have been foreseen; and
obligations under child protection legislation.

2.1 Children protection concerns

There are different forms of child abuse. These include neglect, sexual, physical and emotional abuse.

Neglect is the continued failure by a parent or caregiver to provide a child with the basic things needed for his or her proper growth and development, such as food, clothing, shelter, medical and dental care and adequate supervision.

Sexual abuse is when someone involves a child or young person in a sexual activity by using their power over them or taking advantage of their trust. Often children are bribed or threatened physically and psychologically to make them participate in the activity. Child sexual abuse is a crime.

Physical abuse is a non-accidental injury or pattern of injuries to a child caused by a parent, caregiver or any



3. TRAINING

3.1 The College

The College provides all staff members with a copy of this policy and will provide all staff members with the opportunity to participate in child protection training annually.



4.1.1 Staff members *(continued)*



4.2.4 Interim bar



4.4.3 Other information

The College may also be required to provide information to the OGC that is relevant to an assessment of

5.



5.1.2 Significant harm *(continued)*

the parents or other caregivers have not arranged and are unable or unwilling to arrange for the child





6.1.1 Definitions

The following definitions relate to *reportable conduct*:

sexual offence: an offence of a sexual nature under a law of the State, another State, a Territory, or the Commonwealth, committed against, with or in the presence of a child, such as:

- sexual touching of a child;
- a child grooming offence;
- production, dissemination or possession of child abuse material.

These offences, are complex. Under the Crimes Act, grooming or procuring a child under the age of 16 years





avoid conflicts of interest;
conduct the investigation without unjustifiable delay;
handle the matter as confidentially as possible; and
provide appropriate support for all parties including the child/children, witnesses and the PSOA.

6.3.3 Investigation steps

In an investigation the College Principal or appointed investigator will generally:

interview relevant witnesses and gather relevant documentation;
provide a letter of allegation to the PSOA;
provide the PSOA with the opportunity to provide a response to the allegations either in writing or at Interview;





6.4.5 Disciplinary Action

As a result of the allegations, investigation or final findings, the College may take disciplinary action against the PSOA (including termination of employment). In relation to any disciplinary action the College will give the PSOA:

details of the proposed disciplinary action; and



ACKNOWLEDGEMENT

I _____ have read, understood and agree to comply with the terms of this