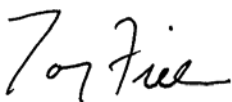





HILLS
CHRISTIAN
COMMUNITY
SCHOOL

CHRIST | NATURE | NURTURE

**WORK, HEALTH & SAFETY POLICY
(WHS0026)
CHILD PROTECTION POLICY**

POLICY DATES			
Formulated	30 th September 2016	Adopted	September 2016
Last Reviewed	September 2018	Reviewed	November 2019
Next Review Due	SEPTEMBER 2020 (ANNUAL)		
POLICY AUTHORISATION			
Principal (signature)		WH&S Coordinator (signature)	

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1. SUMMARY STATEMENT

This policy describes the commitment of The Hills Christian Community School (the school) to the safety and wellbeing of all children and young people in our school. It outlines the policies, procedures and responsibilities that are enacted in our school to establish and build an environment which is child-safe and child-friendly; where children are respected, valued and encouraged to reach their full potential.

Hills Christian Community School will seek to ensure that everyone to whom this policy applies is aware of, has had the opportunity to read and understand the policy, and obtain further clarification on the policy and related documents.

Version	3	
Publication Date	August 2020	
Review Date	August 2021	
Related Legislation and Regulatory Requirements	<ul style="list-style-type: none"> - UN Conventions of the Rights of the Child - Children's Protection Act 1993 (SA) - Equal Opportunity Act 1984 (SA) - Teacher Registration and Standards Act 2004 (SA) - Education and Early Childhood Services (Registration and Standards) Act 2011 - Child Safety (Prohibited Persons) Act 2016 - Children's Protection Law Reform (Transitional Arrangements and Related Amendments) Act 2017 - Child Safety (Prohibited Persons) Regulations 2019 	
Cross sector Guidelines (SA)	<ul style="list-style-type: none"> - Child Safe Environments: principles of good practice - Protective Practices for staff in their interactions with children and young people - Managing allegations of sexual misconduct in SA education and care settings - Responding to problem sexual behaviour in children and young people - Information Sharing Guidelines 	
Responsibility	Principal	
Written By	WHS Committee	
Approved by	School Board	Date:

2. STATEMENT OF INTENT

The Hills Christian Community School acknowledges that being safe and supported at school is essential for student wellbeing, development and effective learning. The safety and wellbeing of our children is a paramount consideration in all that we do.

We acknowledge the vulnerability of children and young people in our care and take a proactive, preventative, and participatory approach to protecting them through:

- the on-going development of a positive, child-safe culture;
- the development, implementation and monitoring of rigorous policies and procedures;
- seeking to ensure that everyone is aware of their responsibilities, is vigilant and, if required, is prepared to respond in an appropriate and timely manner.
- We are committed to:
 - supporting the rights of the child as set out in the UN Conventions of the Rights of the Child,
 - acting without hesitation to seek to ensure a child-safe and child-focused environment is maintained at all times,
 - valuing and embracing the opinions and views of children,
 - abiding by all legislative and regulatory obligations, and striving for our practices to be regarded as best practice and 'beyond compliance',

- empowering children with the skills and knowledge to keep themselves and others safe, taking whatever necessary action is required to protect children from physical, sexual, emotional and psychological abuse and neglect.

3. CONTEXT

Hills Christian Community School is an ELC to Year 12 School. ELC to Year 7 are at Verdun and Year 8 to 12 are located at Oakbank. The Oakbank campus is co-shared with Oakbank Area School.

4. SCOPE

This policy applies to all staff, volunteers, parents/carers, children and other individuals involved with the school, whether on a regular or occasional basis. It applies:

- on the school premises;
- at functions, excursions, trips or camps organised by the school;
- when members of the school community are representing the school.

5. PRINCIPLES OF PRACTICE

5.1. A clear and accessible child safety policy

The Hills Christian Community School Child Protection Policy is a clear and accessible statement of intent in regard to the School's commitment to being a highly regarded Child-Safe School through promoting children's wellbeing and safeguarding all children from harm.

The policy is underpinned by the guiding principles of the [National Safe Schools Framework](#) and addresses the requirements of the Child Safe Environments: Principles of Good Practice (DECD 2012), as well as the National Quality Framework, Legislative and School Registration requirements.

The development of the policy has been a consultative process involving a wide cross section of the school community. As part of the annual review, at the beginning of the year, the policy will be appraised by the School Management Team to ensure its currency, review any issues, and to guide any implementation, priorities, improvements and/or changes for the year ahead.

The School prides itself on our proactive and vigilant approach to protecting all students to the best of our ability. Child protection is a very high priority and embedded in our daily operations. Our policies and procedures are available to our community, and feedback for improvement is welcomed and regularly sought.

5.2. Identify and analyse risk of harm

The School has developed, and has implemented a risk management strategy that identifies, assesses and takes steps to minimize the risks of harm to children

Risk Management

- i. identifying risks
- ii. assessing risks
- iii. minimising the risk of harm.

Annual Review of Child Protection Policy and Procedures

The School Management Team conducts an annual review. A full review with community consultation is undertaken every three years. All changes are to be approved by the School Board.

Documentation and Record-keeping

Accurate, up to date and confidential records are kept of the following:

- i. Staff and volunteer training;
- ii. Criminal History Checks;
- iii. Reports of any abuse or neglect and associated documentation.

5.3. Choose suitable employee and volunteers

The School is very diligent and prudent in ensuring that all reasonable actions are taken so that only suitable, appropriate and exemplary people are selected to work or volunteer with our students. This involves a combination of Working with Children Checks, Referee and Background checks, face to face interviews, and vigilance in observing all persons' behaviour, attitudes and relationships with students.

Working with Children Checks

The new, stronger laws for people working or volunteering with children were recommended as part of Federal and South Australian Royal Commissions, and help keep children safe in our community. The requirement to have a working with children check is covered by the following legislation:

- [Child Safety \(Prohibited Persons\) Act 2016 \(the Prohibited Persons Act\)](#)
- [Children's Protection Law Reform \(Transitional Arrangements and Related Amendments\) Act 2017](#)
- [Child Safety \(Prohibited Persons\) Regulations 2019](#)

At Hills Christian Community School, a Working with Children's Check is required for all persons (employees and volunteers) who are in regular contact with children or who work in close proximity to children on a regular basis, or who supervise such persons, or who have access to children's records. The Working with Children Check must be provided to the school prior to a person commencing their duties and are required to be updated every 5 years. A Department of Community and Social Inclusion (DCSI) employment related screening may be used from 1st July 2019 until the expiration date, upon which a person will need to apply for a Working with Children Check. It is the employee or volunteers' responsibility to maintain the currency of their Working with Children Check and provide it to the school. Hills Christian Community School will pay for the cost for current staff to obtain a Working with Children Check.

All teachers are required to have current registration with the Teachers' Registration Board of South Australia and it is the teacher's responsibility to maintain the currency of their Teacher Registration (every 3 years) and provide the Business or HR Manager with a copy of their certificate prior to the expiration date.

Background and Referee Checks

As a key part of the recruitment of new staff, as well as Working with Children Checks or other, referees are contacted and other necessary background checks undertaken to ensure the suitability of all persons who are in regular contact with children, or who work in close proximity to children on a regular basis, or who supervise such persons, or who have access to children's records.

Face to face interviews

Whenever possible a face to face interview with the Principal or Business Manager will be conducted prior to the appointment of any staff member.

5.4. Expectations, Supervision, Codes of Conduct and Professional Boundaries for Staff and Volunteers

The School values all staff and volunteers. They are treated fairly and respectfully and are required to contribute to our students' safety and wellbeing in the following ways:

1. Provide safe, respectful and engaging environments where our students observe and are taught positive life skills and values. This helps our students to:

- develop and expect positive relationships with others;
- feel connected to the School Community and beyond;
- be resilient and resourceful in dealing with stress and adversity;
- achieve their potential as learners and members of our community.

2. Be aware, vigilant and able to recognise when children and young people's wellbeing or safety is being compromised. They should be prepared to act and follow up on their concerns. This helps ensure:

- timely and relevant information is gathered and shared with other relevant persons;
- unsuitable individuals are not present at, or involved with, the school;
- students and their families are directed to support when they first show signs of needing it;
- fewer children and young people are harmed by violence, abuse and neglect.

3. Understand that the needs of children and young people who have been harmed through violence, abuse or neglect may require them to adapt their programs and support accordingly. They are to aim to help these children and young people stay connected to school and contribute to their recovery and their development of positive coping skills and learning success.

Supervision of Students

Students are actively supervised by staff at the appropriate ratio for the age of the students, purpose, type and location of the activity. Supervision requirements for practical lessons, counselling, yard duty, camps, excursions, travel, etc. are documented in the relevant policies and procedures of which all staff are made aware and required to follow.

Working One to One with Students

At times it may be necessary for staff to work one to one alone with a student. Some examples of this are:-

- Learning assistance or feedback
- Behaviour assistance monitoring
- Counselling
- Testing or assessment
- Toilet assistance

Some guidelines in these instances are:-

- Make it Public - the more visible, public and busy location the better. Sessions should not be behind closed doors that are not visible to the public.
- Make it Authorised - parent consent, activity authorised by site leader and the activity should be a legitimate part of the person's role.
- Make it Timely - as far as possible, provide support during normal school hours with sessions being concise.
- Make it Purposeful - the activity addresses, or is linked to, an identified wellbeing and/or learning need of the child or young person.

Codes of Conduct

Clear, accessible and transparent Codes of Conduct, which reflect the school values and specify standards of conduct and care, face to face and online behaviour and professional boundaries, have been developed in consultation with the relevant persons and are reviewed every two years. Consequences for breaching Codes of Conduct are clearly outlined in each document. All community members are engaged with our Codes of Conduct which are available on our website and regularly promoted and revisited.

- Code of Conduct
- Contractors, consultants, student teacher and work experience placements

5.5. Support, Train, Supervise and Enhance the Performance

All volunteers and employees who work with children or their records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

Responding to Abuse and Neglect - Education and Care (RAN-EC) Training

All school staff must complete the full-day RAN training and then the regular (every three years) update training (online). Resources relating to this training are listed at the beginning of this policy, and a hard copy can be found in the Staff Room near the Staff Daybook Laptop. Staff must provide their current certificate to the Business or HR Manager prior to the commencement of duties, or the expiration date. At the discretion of the Principal, ancillary (administrative) staff that do not have direct contact with children, may commence work upon the understanding that the staff member would undertake the training at their earliest opportunity.

Volunteers (including parents) who are attending an excursion or overnight camp will need to complete the online Education and Care Induction for Volunteers Module (20 minutes) and print and present their certificate upon completion. Volunteers must undertake the training before commencing their role.

Regular training and updates are provided to employees and volunteers in regard to: School policies and practices, Codes of Conduct, Protective Practices for staff and volunteers, legal obligations and mandatory notification. The Principal's Assistant will be responsible for recording that this is complied with.

Staff Induction

All new staff undergo an induction process. The School's child protection principles, policies and procedures, as well as their role and responsibilities, form an integral component of the induction. It is essential that new staff not only develop a thorough understanding of the legislative, administrative, social and educational requirements to protect children, but that they also engage with our proactive and positive child-safe ethos, culture and practices.

5.6. Report and respond appropriately to suspected abuse and neglect

Reporting Procedure

All staff and volunteers are regularly reminded of their obligation to make timely and accurate reports of suspected abuse or neglect, and how to make these reports. It is an expectation of the school that any person who, in the course of their work or volunteering, suspects on reasonable grounds that a child is being, or has been, abused or neglected must report their suspicion to the **Child Abuse Report Line: CARL 131478**. Under our procedures, this also includes persons who are not mandated to report suspected child abuse or neglect under the legislation.

All teachers, staff and volunteers need to also inform the Principal of any mandatory notifications, to ensure that the Principal can take any appropriate action to support the child. If the notification concerns the Principal, then the *Chairman of the School Board would be informed, not the Principal.

Responding to Reports of Suspected Abuse and Neglect

The School will act promptly and responsibly in dealing with any reports and allegations of abuse or neglect.

- All reports will be managed by the Principal (or the Chairman of the School Board - see above*).
- The care, safety and welfare of the student is of paramount consideration.
- Where appropriate, other external authorities will be notified e.g. SAPOL, Teachers' Registration Board, AISSA.
- The Guidelines provided in the SA cross-sector document [Managing allegations of sexual misconduct in SA education and care settings](#) (2013) will be followed when required.

- If the report involves a staff or community member, the Principal will also follow the guidelines in the *Critical Incident Procedure*.

Responding to problem sexual behaviour involving children and young people

The Guidelines provided in the SA cross-sector document: [Responding to problem sexual behaviour involving children and young people: guideline for staff in education and care settings](#) (2013) are to be followed in all circumstances where a child or young person is alleged to have engaged in problem sexual behaviour. The responsibilities staff members have in these circumstances are significantly different from those involving allegations of sexual misconduct by adults. They reflect the different rights and needs of children and young people and the different legislation within which staff must operate.

Record Keeping and Documentation

Documentation of any incident and follow up actions, e.g. reports, records of interviews and meetings must be stored in a locked, confidential file.

5.7. Empower and promote the participation of children in developing and maintaining child safe environments

Curriculum

The school-wide implementation of the Keeping-Safe Child Protection Curriculum (KS:CPC) enables a cohesive, consistent and clear approach to developing 4 key aspects:

- the right to be safe
- relationships
- recognising and reporting abuse
- protective strategies.

The Keeping-Safe Child Protection Curriculum is now embedded in our teaching, learning and pastoral care across all year levels. It is a school expectation that teaching staff responsible for teaching this curriculum undertake the full day KS:CPC training and then maintain currency through completing the online course every three years.

Pastoral Program

Our Pastoral Program is fully integrated throughout the teaching and learning (? - something is missing here) and structural organisation to effectively meet the personal, social, wellbeing and academic needs of students. Through this approach, a greater understanding of themselves and others is nurtured; the development of resilience is supported and students are encouraged to gain confidence to manage and cope with the opportunities and challenges of real life. A focus on positive psychology and wellbeing empowers students to keep themselves and others safe.

SRC and Secondary Student Voice

We believe our students have unique perspectives on learning, teaching, and schooling, and we encourage them to actively shape their own education. The SRC and Student Voice allows students to engage, participate, lead and learn. Through these programs we aim to foster in our students a sense of social justice and to develop their self-confidence and the skills to stand up for what they believe is just and fair.

6. CONTACT

If you have any queries about this policy, you should contact the Principal or WHS Committee for advice.

7. POLICY REVIEW

The Policy/Procedure will be reviewed every three years, or earlier if deemed necessary, by Management or the WHS Committee.