

Category	Policy & Procedures
Intended Audience	This policy document is intended to be provided and made available to staff including employees and contractors 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.
Date of Issue	2004
Last Update	2020
Review date	January 2021
Author(s)	Executive
Pages	25 Pages 2-3 are the policy statement Page 25 is the Employee Acknowledgement
Implementation support documents	<ul style="list-style-type: none"> <li>Employee Acknowledgement of the Child Protection Policy (page 25 of this document)</li> </ul>
Related Information	<ul style="list-style-type: none"> <li>Code of Conduct - Staff</li> <li>Work Health and Safety Statement</li> <li>the Discrimination, Harassment and Bullying Statement which summarises staff obligations in relation to unlawful discrimination, harassment and bullying</li> <li>Anti-bullying Policy (students)</li> <li>Behaviour Management Policy</li> </ul>
Authorised by	Executive



**NEGS**

## **CHILD PROTECTION POLICY**

### **INTRODUCTION**

The safety, protection and wellbeing of all students is of fundamental importance to the School. Both employees and the School have a range of obligations relating to the safety, protection and welfare of students including:

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

The purpose of this policy is to summarise the obligations imposed by child protection legislation on the School and on employees, contractors and volunteers at the School and to provide guidelines as to how the School will deal with certain matters.

Child protection is a community responsibility. As a caring educational community with a Christian mission, NEGS values students as individuals and believes that children have the right to develop physically, mentally, spiritually and socially, in a safe and supportive environment free from any form of abuse. NEGS is committed to the prevention of child abuse and the protection of children. The focus of the Policy is both prevention and response.

### **KEY LEGISLATION**

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

1. Children's Guardian Act 2019 (from March 1st, 2020)
2. the Children and Young Persons (Care and Protection) Act 1998 (NSW) (the Care and Protection Act);
3. the Child Protection (Working With Children) Act 2012 (NSW) (the WWC Act)

Each will be considered below.

### **EMPLOYEE OBLIGATIONS TO REPORT**

Whilst set out below are the circumstances in which the **legislation** requires reporting of particular child protection issues, 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 Chairman of the School Board.

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

All staff will be required to sign an acknowledgement that they have read, understood and are prepared to abide by the Child Protection Policy.



### OTHER 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 (but not limited to):

1. the Code of Conduct - Staff, which sets out information about the standards of behaviour expected of all employees, contractors and volunteers of the School;
2. the Work Health and Safety Statement which summarises the obligations imposed by work health and safety legislation on the school and workers; and
3. the Discrimination, Harassment and Bullying Statement which summarises your obligations in relation to unlawful discrimination, harassment and bullying; and
4. Anti-bullying Policy (students)
5. Behaviour Management Policy

### PUBLICATION OF THE POLICY

The Policy statement (pages 2 & 3 of this document) are published on the NEGS website and in the Parent Portal. Full text of the Child Protection Policy and Procedures is available to members of the community by requesting a copy from NEGS Reception (0267748700) or the Contact Us section of the NEGS website. Full text of the Child Protection Policy and Procedures is available to employees via the NEGS Policies and Procedures Team Drive.

### MONITORING THE POLICY

This policy is reviewed annually by the Principal. Any edits or additions are approved by the Executive.