

Child Protection

Policy Code POL_QLD_ADM_Child Protection_v1.1	Authorisation Date 08/07/2019	Next Review Date 01/01/2020
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Associated Documents QLD Employee and Volunteer Register Smartsheet OneSchool Global QLD Child Protection Policy OneSchool Global QLD Child Risk Management Policy and Procedures POL_QLD_ADM_Complaint Handling_v1.1 POL_QLD_ADM_Workplace Health and Safety_v1.1 Bravehearts Australia Training		

POLICY STATEMENT

The school has written processes in place to enable it to comply with the requirements of the Work Health and Safety Act 2011 (Qld) and the Working with Children (Risk Management and Screening) Act 2000 (Qld). When the school receives any information alleging 'harm' to a student (other than harm arising from physical or sexual abuse) it will deal with the situation compassionately and fairly to minimise any likely harm to the extent it reasonably can. This is set out in the school's Child Risk Management Strategy. Information relating to physical or sexual abuse is handled under obligations to report, set out in this policy. **The Qld State Principal and School Board have the right to make allowance decisions outside these guidelines.**

PURPOSE

The purpose of this policy is to provide written processes and guidance for the safety of OneSchool Global staff and students, and about the appropriate conduct of the staff and students to comply with the legislation surrounding the protection of children.

SCOPE

This policy covers, but is not limited to:

- full time, part time and casual employees of the school;
- volunteers to the school
- people undertaking vocational placements
- contractors
- students of the school

DEFINITION

TERM	DEFINITION
Harm to a child	<p><i>Section 9 of the Child Protection Act 1999</i> ‘Harm’ to a child, is any detrimental effect of a significant nature on the child’s physical, psychological or emotional wellbeing. It is immaterial how the harm is caused.</p> <p>Harm can be caused by—</p> <ul style="list-style-type: none"> - physical, psychological or emotional abuse or neglect; - sexual abuse or exploitation; - a single act, omission or circumstance; - a series or combination of acts, omissions or circumstances.
Child protection	<p><i>Section 10 of the Child Protection Act 1999</i> A ‘child in need of protection’ is a student who</p> <ul style="list-style-type: none"> - has suffered significant harm, is suffering significant harm, or is at unacceptable risk of suffering significant harm; and - does not have a parent able and willing to protect the child from the harm.
Sexual Abuse	<p><i>Part 10 Section 364 of the Education (General Provisions) Act 2006</i> ‘Sexual abuse’ in relation to a relevant person, includes sexual behaviour involving the relevant person and another person in the following circumstances</p> <ul style="list-style-type: none"> - the other person bribes, coerces, exploits, threatens or is violent toward the relevant person; - the relevant person has less power than the other person; - there is a significant disparity between the relevant person and the other person in intellectual capacity or maturity.

PROCEDURES

1. Training

To better equip OneSchool Global QLD employees in understanding child abuse, the types of child abuse and signs of possible child abuse, all staff need to complete child protection training. This training is delivered online by Bravehearts Australia. There are several modules that will need to be completed each year in order to gain competency and the purpose of the training is to provide support, encourage and nurture a culture of child protection within our organisation working with and providing support to young people.

2. Health and Safety

The school has written policies in place about the health and safety of its staff and students in accordance with relevant workplace health and safety legislation.

3. Conduct

All staff, contractors and volunteers must ensure that their behaviour towards and relationships with students reflect proper standards of care for students. Staff, contractors and volunteers must not cause harm to students.

4. Responding to reports of harm

When the school receives any information alleging ‘harm’ to a student (other than harm arising from physical or sexual abuse) it will deal with the situation compassionately and fairly to minimise any likely harm to the extent it reasonably can. This is set out in the school’s Child Risk Management Strategy. Information relating to physical or sexual abuse is handled under obligations to report set out in this policy.

5. Reporting Inappropriate Behaviour of Staff Members

If a student considers the behaviour of a staff member to be inappropriate, the student or parent of the student, should report the behaviour in writing to the Child Safety Officer at their campus.

Staff members who are appointed as Child Safety Officers:

CAMPUS	CONTACT NUMBER	APPOINTED CHILD SAFETY OFFICERS
Brisbane	07 3859 3300	Emily Garth & Stella Croker
Maryborough	07 4123 3150	Vikki Knight & Gen Fitzpatrick
Nambour	07 3859 3300	Kath Merritt, Willem Grobler & Karen Smith
Toowoomba	07 4687 7089	Narinder Loi & Steve Shaw

6. Dealing with reports of inappropriate behaviour of staff members

If a Child Safety Officer receives a report of inappropriate behaviour this must be reported to the Head of Campus and/or Regional Principal. Where the Head of Campus/Regional Principal is the subject of the report of inappropriate behaviour, the Child Safety Officer must inform the Directors of the Board.

7. Reporting physical, sexual (or likely sexual), psychological/emotional abuse and neglect

OneSchool Global QLD are legally required to report child sexual assault to the relevant child protection service or Police, across Australia. In Queensland, we are required to report emotional abuse, physical abuse as well as neglect.

Section 366 and 366A of the Education (General Provisions) Act 2006 states that if a staff member becomes aware, or reasonably suspects in the course of their employment at the school, that any of the following has been sexually abused or is likely to be sexually abused by another person:

- a) a student under 18 years attending the school;
- b) a person with a disability who: -
 - i) under section 420(2) of the Education (General Provisions) Act 2006 is being provided with special education at the school

then the staff member must give a written report about the abuse, suspected abuse or suspicion to the Head of Campus and/or Regional Principal immediately. Upon receiving this report, the Head of Campus/Regional Principal must provide a copy of this report to a Police Officer immediately and inform a Director of the Board.

If the staff member who becomes aware or reasonably suspects sexual abuse is the school's Head of Campus or Regional Principal, then this staff member must give a written report about the abuse, or suspected abuse to a Police Officer immediately and must also give a copy of the report to the Regional Principal and/or a Director of the Board.

A report under this section must include the following particulars: -

- a) the name of the person giving the report (the first person);
- b) the student's name and sex;
- c) details of the basis for the first person becoming aware, or reasonably suspecting, that the student has been sexually abused by another person;
- d) details of the abuse or suspected abuse;
- e) any of the following information of which the first person is aware: -
 - i) the student's age;
 - ii) the identity of the person who has abused, or is suspected to have abused, the student;
 - iii) the identity of anyone else who may have information about the abuse or suspected abuse.

Under Section 13E and 13G of the Child Protection Act 1999, if a teacher forms a 'reportable suspicion' about a child in the course of their engagement in their profession, they must make a written report to the Department of Child Safety, Youth and Women (or other department administering the Child protection Act 1999) and the Regional Principal, and provide a copy of this report to police. The following agencies can also be contacted for advice:

- Department of Child Safety, Youth and Women Child Safety Service Centre for the region.
- Your local police station about criminal matters related to child sexual abuse
- Child Wise National Child Abuse Prevention Helpline on 1300 244 539.

A reportable suspicion about a child is a reasonable suspicion that the child: -

- a) has suffered, is suffering, or is at unacceptable risk of suffering, significant harm caused by physical or sexual abuse; and
- b) may not have a parent able and willing to protect the child from the harm.

A report under this section must include the following particulars: -

- a) state the basis on which the person has formed the reportable suspicion; and
- b) include the information prescribed by regulation, to the extent of the person's knowledge.

Where a report has been filed, the Regional Principal must be informed.

8. Awareness

The school will inform staff, students and parents of its processes relating to the health, safety and conduct of staff and students in communications to them and it will publish these processes on its website.

9. Implementing processes

The school will ensure it is implementing processes relating to the health, safety and conduct of staff and students by auditing compliance with the processes annually.

10. Accessibility of processes

Processes relating to the health, safety and conduct of staff and students are accessible on the school website and will be available on request from school administration.

11. Complaints

Suggestions of non-compliance with the school's processes may be submitted as complaints under the Complaints Policy.

LEGISLATION

[Department of Child Safety, Youth and Women](#)

[Child Protection Act 1999 \(Qld\)](#)

[Education \(General Provisions\) Act 2006 \(Qld\)](#)

[Education \(General Provisions\) Regulation 2006 \(Qld\)](#)

[Education \(Accreditation of Non-State Schools\) Act 2017 \(Qld\)](#)

[Education \(Accreditation of Non-State Schools\) Regulation 2001 \(Qld\)](#)

[Working with Children \(Risk Management and Screening\) Act 2000 \(Qld\)](#)

[Working with Children \(Risk Management and Screening\) Regulations 2011 \(Qld\)](#)

VERSION CONTROL

Policy Code	Date	Version No.	Nature of Change
POL_QLD_ADM_Child Protection	15/08/2019	v1.1	New branding and policy revamp