



CARE, WELLBEING AND PROTECTION OF CHILDREN AND YOUNG PEOPLE POLICY

VISION

Saint David's Parish School is a vibrant, inclusive, Catholic community inspired by St Mary MacKillop fostering faith and learning so as to nurture optimistic, compassionate people of the world.

RATIONALE

Saint David's Parish School is a child safe environment where students are safe, feel safe, and their voices are heard in regards to decisions that affect their lives.

As a Catholic school, Saint David's plays a significant role in the prevention of child abuse and neglect. We are responsible for implementing policies and practices, including the provision of a child protection curriculum, for the care wellbeing and protection of students.

The principles guiding our rationale are:

- respectful relationships that support the dignity of each person, including students, are central to the life and teachings of the Catholic Church
- students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect
- the primary responsibility for students resides with the family and schools work in partnership with families
- in Catholic schools guidelines and codes of conduct for the care, wellbeing and protection of students require honest, respectful and trusting relationships between adults and students
- adults have the responsibility to protect students
- students have a right to be heard regarding decisions that affect their life
- students are encouraged to participate in all dimensions of life and to develop skills to contribute to their own safety and wellbeing
- policies and practices demonstrate compliance with legislative requirements and co-operation with Church, government, police and human service agencies
- complaint processes are consistent with the principles of natural justice and fairness and the relevant South Australian Commission for Catholic Schools (SACCS) policies
- all people involved in child protection issues and incidents are to be treated with sensitivity, dignity and respect.

RESPONSIBILITIES

It is the responsibility of all members of Saint David's Parish School Community to ensure that there is a total community approach towards the protection of students from abuse and/or neglect.

Responsibilities of School Leaders are to:

- provide a safe school environment for the protection of students
- ensure school personnel understand the definitions of child abuse and neglect and carry out their legal obligations, responsibilities and correct procedures when notifying suspicion
- support school personnel directly involved with the handling of disclosure and notification
- implement policies and organisational procedures which provide students with a safe school environment. This will be done in consultation with the School Board and Parent Community
- promote models of behaviour between school personnel and students based on mutual respect and consideration
- ensure that student management practices respect the dignity of students
- provide professional learning opportunities for school personnel to develop curriculum in the care, wellbeing and protection of students
- initiate and support the implementation of child protection and abuse prevention program at the classroom level so that students have access to these programs from Reception to Year 6
- monitor and evaluate child protection and abuse prevention program
- provide families with information about, and opportunities to participate in, the protection and abuse prevention program
- ensure appropriate confidentiality of information concerning students in cases of suspected abuse or neglect.

Responsibilities of school personnel (including volunteers) are to:

- treat students with dignity and respect, to act with propriety, provide a duty of care and protect students in their care
- notify the Child Abuse Report Line on 13 14 78, if in the course of their work, they suspect on reasonable grounds that a child or young person has been or is being abused or neglected consulting the designated site leader prior to reporting, as recommended
- provide a physically and psychologically safe environment where the wellbeing of students is nurtured
- undertake regular training and education in order to understand their individual responsibilities and those of the Catholic Education SA, in relation to child protection and the health and wellbeing of students

- teach students skills and assist them to develop an understanding, which will empower them to achieve and maintain personal safety and wellbeing
- assist students to develop positive, responsible and caring attitudes, and behaviours which recognise the rights of all people to be safe and free from both harassment and abuse
- ensure all Saint David's Parish School teachers, inclusive of replacement teachers and regular temporary relief teachers, are to complete the mandatory Keeping Safe – Child Protection Curriculum
- All employees are to complete the mandatory Responding to Abuse & Neglect – Education & Care (RAN-EC) training including any required updates.

SUPPORTING DOCUMENTS

- Charter for Parents in Catholic Schools SA (The Federation of Catholic Schools Parent Communities SA)
- Charter for Teachers in Catholic Schools SA (Catholic Education SA)
- Code of Conduct for Staff Employed in Catholic Education SA (Catholic Education SA, May 2020)
- Keeping Safe: Child Protection Curriculum Implementation (Catholic Education SA)
- National Safe Schools Framework (Department for Education and Training)
- Protective Practices – Behaviour Guidelines for Staff and Volunteers Working with Children and Young People (DECD, CESA, AISSA 2nd edition revised 2019)
- Responding to Abuse and Neglect: Education and Care [RAN-EC] (Department for Education and Child Development – Online Training)
- Responding to Problem Sexual Behaviour in Children and Young People (DECD, CESA, AISSA)
- South Australian Catholic Child Protection Council Policy for the Care, Wellbeing and Protection of Children and Young People
- South Australian Commission for Catholic Schools, Duty of Care Policy (Catholic Education SA, 2020)
- Strategy for Leading Catholic Education to New Levels of Excellence (Catholic Education SA, 2015)
- SACCS Reporting Harm of Children and Young People (2020)
- Children and Young People (Safety) Act 2017

GLOSSARY

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| Child Abuse or Neglect | Abuse or neglect in relation to a child means: 1. Sexual abuse of the child OR 2. Physical or emotional abuse of the child , or neglect of the child, to the extent that the child has suffered, or is likely to suffer, physical or psychological injury detrimental to the child's wellbeing; or a child's physical or psychological development is in jeopardy, and abused or neglected has a corresponding meaning (section 6, Children's Protection Act) |
| Child or Young Person | Conception to 18 years of age, may include young adults with disabilities. |
| Family | Includes units consisting of parents, care-givers, young people and children. Parents may be biological, adoptive or foster and the units may consist of blended and extended families, single parent families, families with children or young people in respite or foster care or relatives with the care of children or young people. |
| Legally Mandated to Notify | Persons obliged by law to notify the Child Abuse Report Line on 13 14 78. Refer to Child and Young People Safety Act 2017. |
| Suspicion on Reasonable Grounds | Reasonable grounds to report suspected abuse and/or neglect may include: ▪ when your own observations of a particular child's behaviour and/or injuries, or your knowledge of children generally lead you to suspect abuse is occurring ▪ when a child tells you she/he has been abused, or a child tells you that they know of someone who has been abused (she/he may possibly be referring to her/himself), or ▪ when you hear about it from someone who is in a position to provide reliable information, perhaps a relative or friend, neighbour or sibling of the child who is at risk. |
| School Activities | All school related teaching and learning experiences, including lessons, retreats, excursions, sporting activities, etc. |
| School Leaders | School Directors, Principals, Principal's Delegates, Deputy Principals, and Assistant Principals. |
| School Personnel | Persons working in a Catholic school in paid or voluntary capacities (e.g. teachers, Education Support Officers, ground staff, canteen workers, LAP volunteers etc.). |

APPENDICES

Appendix 1: Concerns Checklist (Responding to Abuse and Neglect – Education and Care Training 2018-2020)

Appendix 2: Notification Checklist (Responding to Abuse and Neglect – Education and Care Training 2018-2020)

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| IMPLEMENTED | 2000 (Previously known as Child Protection Policy) |
| RATIFIED BY SCHOOL BOARD | 2000 |
| LAST REVIEWED | 2015, 2018, 2021 |
| REVIEW DATE | 2024 |

Concerns checklist

(Actions to be considered when your concern is NOT about an immediate threat to a child or young person's safety)

Observations of neglect—for example, poor nutrition or hygiene, inadequate supervision, inappropriate responsibilities in the home, frequent failure to collect from site etc

- Have the issues, as they relate to the child's learning, social development or safety, been raised with the parents/caregivers?
- Have the parents/caregivers been advised of local health/parenting/financial/other services that might assist them?
- Have you used all available and appropriate support in your work place to assist you in responding to your observations?
- With frequent failure to collect a child from the site, have you confirmed emergency contacts for overnight care on the enrolment form or discussed alternative arrangements?

Persistent non-attendance of compulsory-age children

- Has a referral been made to the DECD attendance and engagement officer or delegate and has a file of actions taken by the school, student support services team and other agencies been compiled?

Children and young people in care (Guardianship)

- Has the child/young person's case worker been contacted to discuss concerns?
- Has the staff member who established the student's Individual Education Plan (principal, preschool director or delegate) been consulted?

Children with Aboriginal or Torres Strait Islander identity

- Has the site and/or education office Aboriginal Community Education Manager/Aboriginal Service Engagement Officer or other services supporting the child/young person or their family been consulted?

Children with disability

- Has the special educator, student support services team staff or other professionals supporting the child or young person been asked for advice and have family members been consulted?

Children of culturally and linguistically diverse (CALD) backgrounds

- Has the site contacted the CALD community liaison officers (DECD only)

Young people with 'at risk' behaviour—for example, offending, substance abuse, signs of mental health problems, sexual vulnerability, home instability

- Have you and/or a senior staff member communicated your concerns with parents/caregivers where safe to do so?
- Have you and/or a senior staff member established a belief that the parents/caregivers are not protective?
- Have you and/or a senior staff member linked the young person to appropriate youth services including mental health/health/juvenile justice services?
- Have you and/or a senior staff member used integrated support services team or referred to an interagency service?

Discussion with other professionals working with the child/young person or their family members (siblings etc)

- Have you discussed your concerns with your principal/director/senior staff member/student support team etc?
- Have you discussed your concerns with OSHC, family day care, child care, preschool personnel?
- Have you discussed your concerns with staff at education or care sites where the child was previously enrolled?
- Have you discussed your concerns with other agencies—government, non-government, local government?

Documentation of your actions

- Have you ensured that the site has recorded the actions it has taken in following up on its concerns?

Notification checklist

(Information you should have with you, if available, when you make a notification)

Identification details:

- full name (including aka: 'also known as' by other surnames)
 - date of birth/age/year level
 - current address; contact number
 - school or care setting
 - Aboriginal or Torres Strait Islander identity/kinship group
 - non-English speaking/disability
 - alleged perpetrator's name, age, address, relationship to child/young person, current whereabouts
 - current whereabouts of child/young person
 - next contact with alleged perpetrator
- child/young person
siblings
parents/caregivers

Notifier details:

- your full name, job title or role in the school or care setting
- name, address and contact number of school or care setting
- your relationship to child/young person of concern
- type of contact you have with the family/how frequent
- capacity in which you are working with child/family

Details of concerns:

- if child/young person disclosed: What did child/young person say?/What was the emotional presentation?
- who saw/heard what and when
- size and location of injuries/description of any bruising
- child/young person been seen by a GP; if so, name and contact number
- description of carer behaviours of concern and frequency/severity
- description of any of child's/young person's behaviours of concern and frequency/severity

Other family details:

- are parents separated; any Family Court orders
- does custodial/non-custodial parent have a partner/partner's name
- knowledge about the functioning of the family or family violence/animal cruelty/violence to people outside of the family or drug/alcohol abuse/mental health problems or extended family or other support networks/child care arrangements or nature of involvement with any agencies/any relevant health factors

History of education/care actions:

- response from parents/caregivers when concerns have been raised with them
- 'take up' from parents/caregivers of referrals facilitated for them
- special supports for the child/young person (SSO support/breakfast program/transport/uniform/modified/learning program/counselling/mentoring/overnight care)
- referrals and involvement of integrated support services team with child/young person
- involvement of other government or non-government services
- files/documents available for transfer to child protection staff
- your discussion with principal/director or delegate about this notification
- your record of this notification on the official form in your site leader's office