



CHRIST'S COLLEGE
CANTERBURY

Child Protection Policy

Responsibility for Policy: Deputy Principal
Approving Authority: Executive Principal
Applies to: All staff and children
Last Review Date: January 2019
Next Review Date: January 2020

PURPOSE:

College is committed to promoting and providing an environment for children which is free from any form of abuse. It also recognises the College will ensure that staff can identify the signs of abuse or neglect and are able to respond appropriately.

This policy is designed to be consistent with requirements detailed in section 18 of Vulnerable Children Act 2014.

SCOPE

This policy applies to all staff employed, board members, contractors with, or people volunteering to, Christ's College.

Staff employed, contracted to, or people volunteering have varying levels of contact with children depending on their role. Staff may have:

- i. Regular, unsupervised access to children core workers
- ii. Contact with children where other adults are present
- iii. Little or no contact with children non core workers

DEFINITIONS:

Physical abuse – any acts that may result in the physical harm of a child or young person. It can be, but is not limited to: bruising, cutting, hitting, beating, biting, burning, causing abrasions, strangulation, suffocation, drowning, poisoning and fabricated or induced illness.

Sexual abuse – any acts that involve forcing or enticing a child to take part in sexual activities, whether or not they are aware of what is happening. Sexual abuse can be, but is not limited to:

- Contact abuse: touching, encouraging the child to perform such acts on the perpetrator or another
- Non-contact abuse: exhibitionism, exposure to pornographic or sexual imagery, inappropriate photography or depictions of sexual or suggestive behaviours or comments.

Emotional abuse – any act or omission that results in adverse or impaired psychological, social, intellectual and emotional functioning or development. This can include:

- Patterns of isolation, degradation, constant criticism or negative comparison to others. Isolating, corrupting, exploiting or terrorising a child can also be emotional abuse.
- Exposure to family violence.

Neglect – neglect is the most common form of abuse, and although the effects may not be as obvious as physical abuse, it is just as serious. Neglect can be:

- Physical (not providing the necessities of life, like a warm place, food and clothing).
- Emotional (not providing comfort, attention and love).
- Neglectful supervision (leaving children without someone safe looking after them).
- Medical neglect (not taking care of health needs).
- Educational neglect (allowing chronic truancy, failure to enroll in education or inattention to education needs).

PROCEDURES AND GUIDELINES:

APPOINTMENT OF STUDENT PROTECTION COORDINATOR

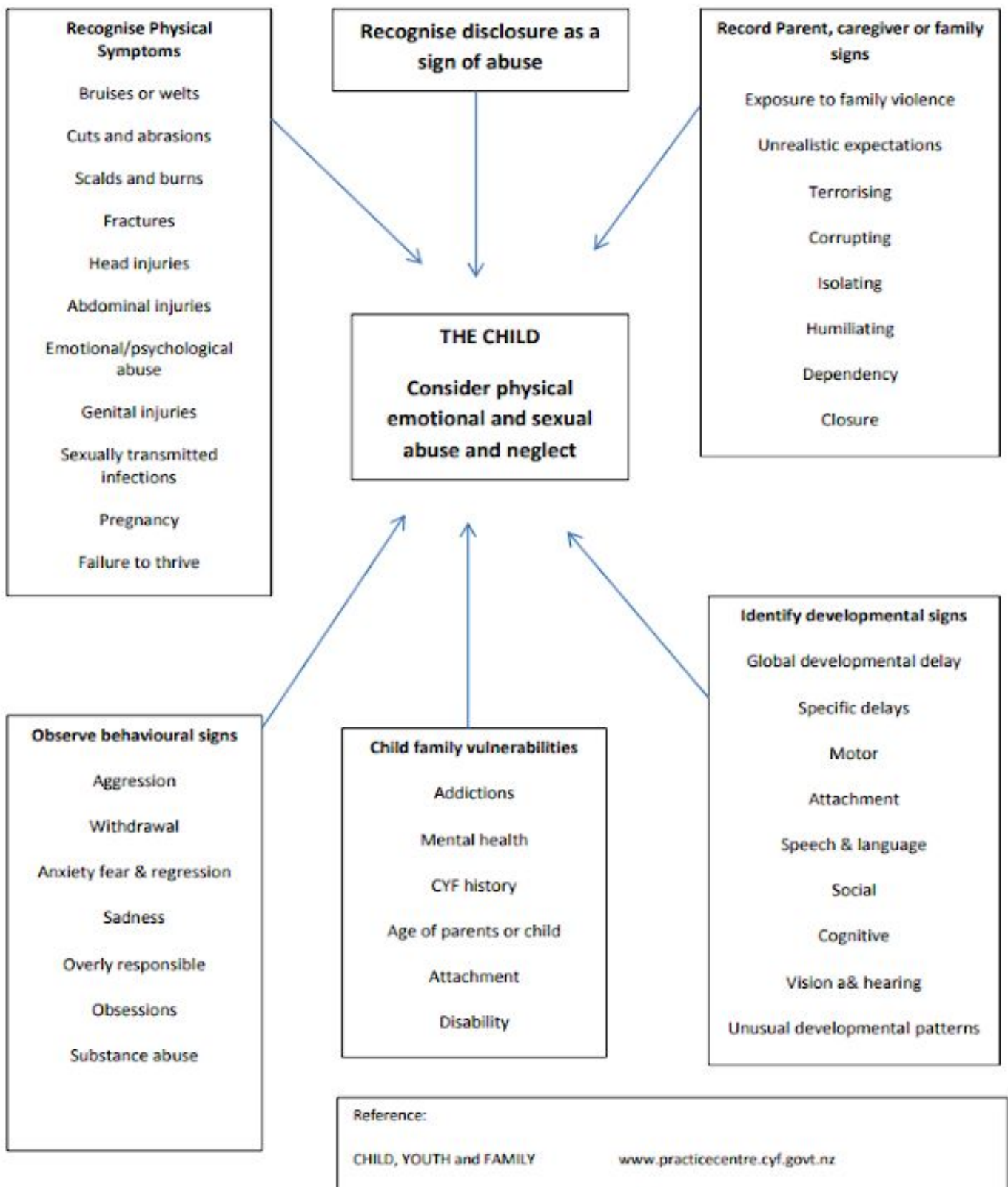
College will provide a Child Protection Coordinator whose responsibilities will include:

- Coordination of College's response to any instances reported of abuse or neglect
- Providing support and guidance to staff regarding child issues
- Providing staff training in detection of abuse / neglect
- Auditing of current protection practices
- Three yearly review of this Child Protection Policy

College's current Child Protection Coordinator is the Deputy Principal, in their absence the Executive Principal

IDENTIFICATION AND REPORTING OF ABUSE / NEGLECT

The factors below may indicate abuse or neglect:

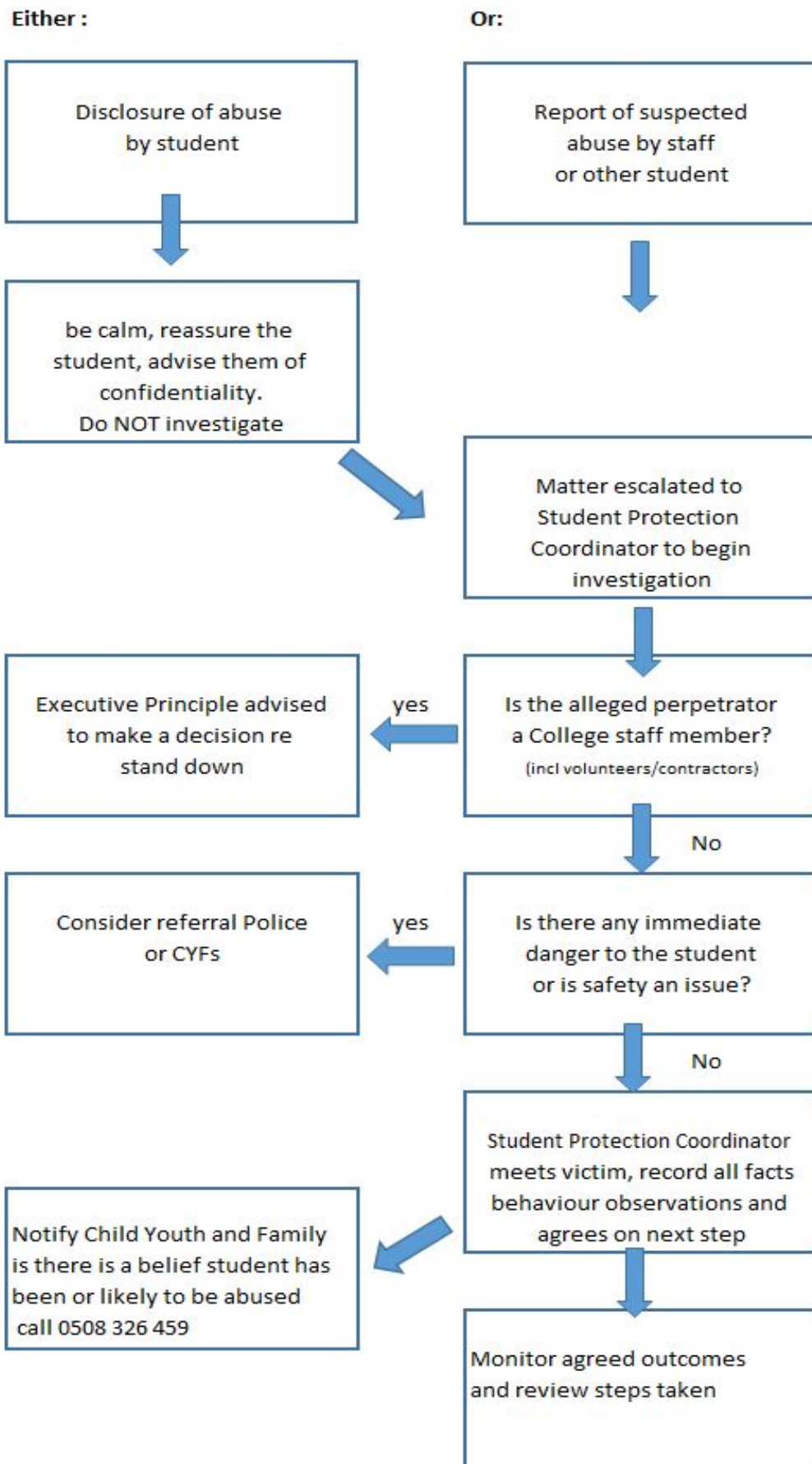


Responding to instances where abuse or neglect is suspected

All staff have a responsibility to keep child safe and have a role in reporting concerns of potential or actual abuse

1. An established process in a flow chart form is shown below – see *reporting process*.
2. All suspicions of, or reports of, abuse and neglect will be referred to College's Child Protection Coordinator.
3. It is **not** the responsibility of staff to investigate any allegations of child abuse.
4. If there is strong primary evidence that abuse has been, or is occurring, the Child Protection Coordinator will take measures to protect the child. This may include involvement from the relevant Housemaster, Senior Management and/or Child Youth and Family.
5. Schedule 2a of the Privacy Act 1993 allows information sharing when abuse or suspected abuse is reported/investigated.

Reporting Process



NB: this is a reporting process, not the actual process which the Child Protection Coordinator will take. Those methods are dependent on what is agreed between the two parties.

RECRUITMENT SAFETY CHECKING

Workforce safety checks involve gathering a range of information about a person and evaluating this information to determine whether they pose any risk in being employed at Christ's College while working with children. All employees (part time, full time, relievers) appointed to positions which fit **i)** in the **scope** section of this policy will be conditional upon satisfactory safety checks.

Employee safety checks include:

- identity verification
- police vetting
- reference checks
- employment verification checks
- checks with professional registration bodies or licensing authorities
- interviews
- a risk assessment that considers specific child safety related risk.

Employees that fit in categories **ii)** and **iii)** of the **scope** section will be police vetted as a minimum requirement.

Contractors

Vetting could already form part of Site Specific Safety Plan (SSSP) which requires that a contractor may already have been police vetted if the work is a major project.

Boards of trustees are responsible for controlling worker access at a school. The Education Act 1989 requires a police vet of every contractor and sub-contractor, including their employees, who "has, or is likely to have, unsupervised access to children at the school during normal school hours".

'Unsupervised access' means access to any child at the school during normal school hours when the worker is not supervised or observed by, or under the direction of:

- a registered teacher
- a school employee that has been acceptably police vetted within the last 3 years, or
- a child's parent.

'Likely' means more than a 50% chance (of unsupervised access to one or more children).

Volunteers

Volunteers don't need to be safety checked under the Vulnerable Children Act 2014 or the Education Act 1989. The position of College is that casual volunteers won't be vetted or safety checked unless that person is to have unsupervised and/or overnight access to children.

Volunteers who have recurring contact with children should be processed through the vetting procedure. The vet request should be submitted to Police as a non-VCA vet (i.e. one that is not required by the VCA legislation).

PROFESSIONAL DEVELOPMENT AND SUPPORT

College is committed to building competency of staff in relation to issues surround vulnerable children. This is support by the provision of the following associated policies:

- Pastoral care
- Bullies
- Suicide policy

STAFF CONDUCT

Staff are expected to conduct themselves in a manner consistent with pastoral values of Christ's College. It is recognised that relationships between adults and Childs is not one between equals therefore there is potential for exploitation and harm of vulnerable childs.

Adults are expected to ensure their unequal balance of power is not used for improper relationships or to create harm. There is the expectation our staff maintain appropriate professional boundaries and shun interactions which could be viewed as questionable by others.

Staff should also refer to the **Digital Communications Policy** - Teaching Staff & Childs & Parents, **Social Media** communications section for further guidance surrounding this.