



# **CHILD PROTECTION POLICY**

## **Child Protection Policy 2020**

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<b>Purpose:</b>	The purpose of this policy is to identify the legal requirements of the Wisdom College staff. This document will outline the processes taken by the school if a student shows symptoms of (physical, sexual, psychological or emotional) harm, or allegations of harm are disclosed to an employee of Wisdom College.	
<b>Scope:</b>	This document is for both students and employees (including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements) at Wisdom College and covers information about the reporting of harm and abuse.	
<b>Status:</b>	Approved	<b>Supersedes:</b> Child Protection Policy 2017
<b>Authorised by:</b>	School Governing Body	<b>Date of Authorisation:</b> April 2020
<b>References:</b>	<ul style="list-style-type: none"> <li>• Child Protection Act 2018 (Qld)</li> <li>• Child Protection Regulation 2011</li> <li>• Education (General Provisions) Act 2006 (Qld)</li> <li>• Education (General Provisions) Regulation 2006 (Qld)</li> <li>• Education (Accreditation of Non-State Schools) Act 2017(Qld)</li> </ul>	
<b>Related Policies</b>	<ul style="list-style-type: none"> <li>• Education (Accreditation of Non-State Schools) Regulation 2001 (Qld)</li> <li>• Working with Children (Risk Management and Screening) Act 2000 (Qld)</li> <li>• Working with Children (Risk Management and Screening) Regulations 2011 (Qld)</li> <li>• Wisdom College Grievance Policy 2019</li> <li>• Wisdom College Child Risk Management Strategy 2019</li> <li>• Wisdom College Work Health and Safety Policy 2019</li> </ul>	
<b>Review Date:</b>	Biennial	<b>Next Review Date:</b> April 2022
<b>Policy Owner:</b>	School Governing Body	<b>Version:</b> 2.0 <b>Dated:</b> April 2020

## Definitions

### **Section 9 of the *Child Protection Act 1999***

“Harm”, to a child, is any detrimental effect of a significant nature to the child’s physical, psychological or emotional wellbeing. It is immaterial how the harm is caused.

*Harm can be defined as -*

- Physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation.

*Harm can be caused by -*

- A single act, omission or circumstance; or
- A series or combination of acts, omissions or circumstances.

### **Section 10 of the *Child Protection Act 1999***

A “child in need of protection” is a student who -

- Has suffered significant harm, is suffering significant harm, or is at an unacceptable risk of suffering significant harm; and
- Does not have a parent able and willing to protect the child from the harm.

### **Section 364 of the *Education (General Provisions) Act 2006***

“Sexual abuse”, in relation to a relevant person, includes sexual behaviour involving the relevant person and another person in the following circumstances –

- The other person bribes, coerces, exploits, threatens or is violent towards the relevant person;
- The relevant person has less power than the other person; and
- There is a significant disparity between the relevant person and the other person in intellectual capacity or maturity.

## Health and Safety

The school has written processes in place about the health and safety of its staff and students in accordance with relevant workplace health and safety legislation<sup>1</sup>.

## Responding to Reports of Harm

The school has a primary obligation of dealing with any information it receives alleging 'harm'<sup>2</sup> to a student (other than harm arising from physical or sexual abuse). It will be dealt with compassionately and fairly. This is set out in the school's Child Risk Management Strategy. Information relating to physical or sexual abuse, and will be handled under "Obligations to Report" explained in this Policy<sup>3</sup>.

## Conduct of Staff and Students

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<sup>4</sup>.

## Reporting Inappropriate Behaviour

If a student considers the behaviour of a staff member to be inappropriate, the student should report the behaviour to:

### School Coordinators:

Mr Gokhan Kot - Secondary School  
Mrs Canan Coskun - Primary School  
Miss Olivia Starkey - Lower Primary  
Adem Adak - Pastoral Care

or

Mr M.Fethullah Erdogan - School Principal<sup>5</sup>:

<sup>1</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(1)*

<sup>2</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(8)*: the definition of 'harm' for this regulation is the same as in section 9 of the *Child Protection Act 1999 (Qld)*

<sup>3</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(2)*

<sup>4</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(2)*

<sup>5</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(3) and s.10(4)*

## **Dealing with Report of Inappropriate Behaviour**

A staff member who receives a report of inappropriate behaviour must report it to the Principal. Where the Principal is the subject of the report of inappropriate behaviour, the staff member must inform a member of the school's board<sup>6</sup>. Reports will be dealt with under the Wisdom College Grievance Policy.

## **Reporting Sexual Abuse**<sup>7</sup>

Section 366 of the *Education (General Provisions) Act 2006* states that if a staff member becomes aware, or reasonably suspects during the course of their employment at the school, that any of the following pupils has been sexually abused by another person they must report immediately:

A student under 18 years attending the school;

- A pre-preparatory aged child registered in a pre-preparatory learning program at the school;

A person with a disability who:

- Under section 420(2) of the *Education (General Provisions) Act 2006* is being provided with special education at the school; and is not enrolled in the preparatory year at the school then the staff member must give a written report about the abuse or suspected abuse to the Principal or to a director of the school's board immediately. The school's Principal or the director of the school's board must immediately give a copy of the report to a police officer.

If the first person, who becomes aware or reasonably suspects sexual abuse, is the school's Principal, the Principal 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 a director of the school's board.

A report under this section must include the following particulars:

- The name of the person giving the report (*the first person*);
- The student's name and sex; and
- Details of the basis for the first person becoming aware, or reasonably suspecting, that the student has been sexually abused by another person.

<sup>6</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(3)*

<sup>7</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(5)(a)*

Details of the abuse or suspected abuse;

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Any of the following information of which the first person is aware:

- The student's age;
- The identity of the person who has abused, or is suspected to have abused, the student; and
- The identity of anyone else who may have information about the abuse or suspected abuse<sup>8</sup>.

### Reporting Likely Sexual Abuse<sup>9</sup>

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

- A student under 18 years attending the school;
- A pre-preparatory aged child registered in a pre-preparatory learning program at the school; and
- A person with a disability who, under section 420(2) of the *Education (General Provisions) Act 2006* is being provided with special education at the school; and is not enrolled in the preparatory year at the school.

then the staff member must give a written report about the suspicion to the Principal or to a director of the school board immediately. The school's Principal or the director of the school board must immediately give a copy of the report to a police officer. If the first person who reasonably suspects likely sexual abuse is the school's Principal, the Principal must give a written report about the suspicion to a police officer immediately and must also give a copy of the report to a director of the school's board.

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

- The name of the person giving the report (*the first person*);
- The student's name and sex; and
- Details of the basis for the first person reasonably suspecting that the student is likely to be sexually abused by another person.

Any of the following information of which the first person is aware:

- The student's age;
- The identity of the person who has abused, or is suspected to be likely to abuse, the student; and
- The identity of anyone else who may have information about suspected likelihood of abuse<sup>10</sup>.

<sup>8</sup> *Education (General Provisions) Regulation 2006 (Qld) s.68*

<sup>9</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(5)(a)*

<sup>10</sup> *Education (General Provisions) Regulation 2006 (Qld) s.68A*

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## Reporting Physical and Sexual Abuse

Under Section 13E(3) of the *Child Protection Act 1999*, if a doctor, a registered nurse or a teacher forms a 'reportable suspicion' about a child in the course of their engagement in their profession, they must make a written report.

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

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

The doctor, nurse or teacher must give a written report to the Chief Executive of the Department of Communities, Child Safety and Disability Services (or other department administering the *Child Protection Act 1999*). The doctor, nurse or teacher is also required to give a copy of the report to the Principal.

A report under this section must include the following particulars:

- State the basis on which the person has formed the reportable suspicion; and
- Include the information prescribed by regulation, to the extent of the person's knowledge<sup>11</sup>.

## 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 in its student handbook, staff handbook, enrolment package and procedures and on its website<sup>12</sup>.

<sup>11</sup> *Child Protection Regulation 2011 s.10*

<sup>12</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(6)*



The Principal will ensure that accessibility and awareness of the Policy is made available:

- To staff members;
- To each new staff member, on induction;
- To staff, families and students by its display on the school website;
- To contractors; and
- On request, to staff, families and students from the school administration.

### Training

The school will train its staff in processes relating to the health, safety and conduct of staff and students on their induction and will refresh training annually<sup>13</sup>.

The School Board will ensure that:

- The School is implementing the processes under this Policy;
- Staff receive induction and refresher training, utilising external expertise where needed, in relation to child protection, including implementing the processes under this Policy; and
- Staff will receive training regularly via professional development at staff meetings and regular discussions between the staff and school coordinators.

### Implementing the 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<sup>14</sup>.

### 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 the school administration<sup>15</sup>.

### Complaints Procedure

Suggestions of non-compliance with the school's processes may be submitted as complaints under Wisdom College Grievance Policy<sup>16</sup>.

<sup>13</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(6)*

<sup>14</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(6)*

<sup>15</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(6)*

<sup>16</sup> *Education (Accreditation of Non-State Schools) Regulation 2001 (Qld) s.10(7) and s.10(7A)*