

JUNEE PRESCHOOL POLICIES

Child Protection

Quality Area 2: Children's Health and Safety

Introduction

Our service is committed to providing an environment that fosters health, development, spirituality, self-respect and dignity, that is free from violence and exploitation. Under the Children and Young Persons (Care and Protection) Act 1998, children and young people must receive the care and protection necessary to ensure their safety, welfare and wellbeing. All educators and volunteers of our service are Mandatory Reporters and are required to report to the Child Protection Helpline (Phone: 132 111) if they have reasonable grounds to suspect a child or young person is at risk of significant harm and have current concerns about the safety, welfare or wellbeing of a child or young person where the concerns arise during or from their work. We are committed to ensuring all educators and staff have a full understanding of their responsibilities as a Mandatory Reporter and are supported in fulfilling these.

Definitions

'At risk of significant harm' - in relation to a child or young person means that there are current concerns for their safety, welfare or wellbeing because of the presence to a significant extent of any one or more of the following circumstances:

- ◁ The child's or young person's basic physical or psychological needs are not being met or at risk of not being met;
- ◁ The parents or other caregivers have not arranged and are unable or unwilling to arrange for the child or young person to receive medical care;
- ◁ In the case of a child or young person who is required to attend school in accordance with the Education Act 1990 - the parents or other caregivers have not arranged and are unable or unwilling to arrange for the child or young person to receive and education in accordance with that Act;
- ◁ The child or young person has been, or is at risk of being, physically or sexually abused or ill-treated;
- ◁ The child or young person is living in a household where there have been incidents of domestic violence and, as a consequence, the child or young person is at risk of serious physical or psychological harm;

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- ◁ A parent or other caregiver has behaved in such a way towards the child or young person that the child or young person has suffered or is at risk of suffering serious psychological harm; or
- ◁ The child was the subject of a pre-natal report under section 25 of the Children and Young Persons Care and Protection Act 1998 and the birth mother of the child did not engage successfully with the support services to eliminate, or minimise to the lowest level reasonably practical, the risk factors that gave rise to the report.

'Reasonable grounds' - means that you suspect a child may be at risk of significant harm based on:

- ◁ Your observations of the child, young person or family; or
- ◁ What the child, young person, parent or another person has told you. It does not mean that you are required to confirm your suspicions or have clear proof before making a report.

Strategies / How will it be done?

The Approved Provider/Nominated Supervisor will:

- ◁ Ensure that any adult working directly with children signs a Prohibited Employment Declaration Form and provides their Working With Children Check number, and will ensure their clearance, prior to employment;
- ◁ Ensure every adult working with children is made aware of the Children and Young Persons (Care and Protection) Act 1998 and Keep Them Safe: A shared approach to child wellbeing and of their obligations under this law and action plan (Education and Care Services National Regulation, Regulation 84, National Quality Standards QA 2);
- ◁ Orientate every working adult to this child protection policy, Keep Them Safe protocols and Mandatory Reporter responsibilities and ensuring their regular review of these;

Educators and staff will:

- ◁ Develop trusting and secure relationships with all children at the service;
- ◁ Make reports of current concerns for any child at risk of significant harm to the Child Protection Helpline for Mandatory Reporters; and
- ◁ Make appropriate responses to all disclosures of abuse and any allegation of abuse against staff members of the service.

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Documentation of Current Concerns

The Approved Provider/Nominated Supervisor will:

- ◀ Support staff through the process of documenting and reporting current concerns of children at risk of significant harm; and
- ◀ Provide all staff and educators with clear guidelines around documentation and a template to support this.

Educators and staff will:

- ◀ Make a record of the indicators observed that have led to the belief that there is a current risk of harm to a child or young person. Information on indicators of risk of harm are outlined in the NSW Mandatory Reporter Guide which is accessible at <https://reporter.childstory.nsw.gov.au/s/>
- ◀ Discuss any concerns with the Nominated Supervisor of the service.
- ◀ Advise the Nominated Supervisor of their intention to make a report to the Child Protection Helpline (132 111);
- ◀ Advise the Nominated Supervisor when a report has been made to the Child Protection Helpline.

Mandatory Reporting

The Approved Provider/Nominated Supervisor will:

- ◀ Provide all staff and educators working directly with children with a copy of this Child Protection Policy and a copy of the Mandatory Reporter Guide to assist them in their reporting;
- ◀ Provide all staff and educators working directly with children with access to the Child Wellbeing and Child Protection NSW Interagency Guidelines; and
- ◀ Display the Child Protection Helpline number (132 111) on all phones and lists of emergency contact number in the interests of timely reporting.

Educators and staff will:

1. In an emergency, where there are urgent concerns for a child's health or life, it is important to contact the police, using the emergency line '000';
2. Using the Mandatory Reporter Guide, answer the questions relating to concerns about a child or young person. At the end of the process, a decision report will guide as to what action to take. The Nominated Supervisor is available if staff require assistance to use this online tool;

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3. Mandatory reporters should note that the legislation requires that they continue to respond to the needs of the child or young person (within the terms of their work role) even after a report to the Child Protection Helpline has been made;
4. If the Mandatory Reporter Guide determines that an educator or staff member's concerns do not meet the risk of significant harm threshold they do not need to make a report to the Department of Communities and Justice, however, they should discuss the matter with the Nominated Supervisor to determine whether the child or family would benefit from the assistance of another agency;
5. The staff member or educator should monitor the situation and if they believe there is additional information that could be taken into account, please repeat steps 1 to 4 as required.

Disclosures of Abuse

Educators and staff will:

- ◀ React calmly to the child making the disclosure;
- ◀ Listen attentively and later write down the child's exact words;
- » Provide comfort and care to the child.
- » Follow the steps for reporting as per the Mandatory Reporter Guide.
- ◀ Reassure the child or young person that:
 - » It is not their fault;
 - » It was right to tell;
 - » It is not OK for adults to harm children - no matter what;
 - » Explain what will happen now - that it is part of your job to tell people who can help the child or young person.

Educators and staff will not:

- ◀ Prompt the child for further details or ask leading questions which would make the child feel uncomfortable or has the potential to jeopardise any future legal proceedings that may arise as a result of any investigation.

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Allegations of Abuse Against Staff, Educators, Volunteers or Students

The Approved Provider/Nominated Supervisor will:

- ◁ Develop and maintain a system of appropriate record keeping for all allegations to ensure detailed documentation is made and stored as required;
- ◁ Take all allegations of abuse seriously and clarify what is being alleged with the person who is making the allegation;
- ◁ Assess whether or not a child or young person is 'at risk of significant harm' and, if so, make a report to the Child Protection Helpline;
- ◁ Determine whether or not the allegation is a reportable allegation, a reportable conviction, or reportable conduct. For determination, reference will be made to the Office of Children's Guardian;
- ◁ Report reportable allegations and reportable convictions to the Office of Children's Guardian within 30 days of receipt;
- ◁ Consider whether or not the police need to be informed of the allegation and if so, make a report;
- ◁ If a report is made to the police, complete a SI01 Notification Of Serious Incident Form and submit to Department of Education and Communities within 24 hours of the incident;
- ◁ If a report has not been made to the police, complete a NL01 Notification of Complaints and Incidents (other than serious incidents) Form and submit to the Department of Education and Communities within 7 days of the incident;
- ◁ Ensure confidentiality is maintained at all times and that systems are in place to deal with any breaches of confidentiality;
- ◁ Undertake a risk management approach following an allegation to ensure the protection and safety of children, staff and visitors to the service. Based on this risk assessment, decisions will be made in order to manage the risks that have been identified;
- ◁ Develop an investigation plan of the matter. Obtain relevant information from a range of sources. This may include a statement from the person who made the allegation; statements from witnesses and a statement from the person against whom the allegation has been made and any other relevant documentation;
- » If the allegation is being investigated by The Department of Communities and Justice or the Police, the service will be guided by their advice as to whether they should independently investigate the allegation;
- » If the investigation is carried out by the service, the information that has been gathered will be assessed and a finding made as to whether the allegation is false,

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vexatious, misconceived, not reportable conduct, not sustained or sustained. The reasons for the finding will be clearly recorded to ensure that the decision-making has been transparent;

- ◀ The educator, volunteer or student will be advised of the outcome of the investigation in writing. Advice will be provided about the investigation finding and any follow up action that may be required. Advice will also be provided about any rights of appeal and the person will be advised that the Office of the Children's Guardian has been notified and the Joint Child Protection Response Program (JCPRP) also notified of the relevant employment proceeding (if relevant);
- ◀ Department of Communities and Justice will also be informed of the outcome of the investigation.

Informing the Educator, Volunteer/Student

The Approved Provider/Nominated Supervisor will:

- ◀ Treat the staff member/educator/volunteer/student with fairness at all times and uphold their employee rights at all times;
- ◀ Depending on the nature of the allegation, arrange to inform the person immediately (though be guided by the advice of The Department of Communities and Justice or the police);
- ◀ Arrange for the person against whom an allegation has been made, to have a support person attend the meeting. This support person must not participate in the discussions throughout the meeting;
- ◀ Make accurate documentation of all conversations, and ensure all records are kept confidentially;
- ◀ Offer counselling or support to the person subject to the allegation;
- ◀ Depending on the nature of the allegation made, the person subject to the allegation may be suspended pending further investigation;
- ◀ After all investigations are completed, provide the educator/carer/volunteer with verbal and written notification of the outcome of the investigation.

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Rights of All Parties

- ◁ The decision making process throughout the investigation will be based on the safety and wellbeing of the child/ren and the staff/carers/carer's household members;
- ◁ Consideration will be taken in relation to actual or potential 'conflicts of interest' that may be held by the investigator;
- ◁ All reportable allegations will be notified to The Office of Children's Guardian. The person, against whom the allegation has been made, will be notified of this and will also be notified of the investigation findings and follow up action, including the notification to the Joint Child Protection Response Program, if relevant;
- ◁ The person, against whom the allegation has been made, will be notified of any appeal mechanisms if they are not satisfied with the investigation process or the outcome of the investigation;
- ◁ The Approved Provider, Nominated Supervisor, or other nominated person who conducts the investigation, will ensure that they act without bias, without delay and without conflict of interest; and
- ◁ All parties can complain to the Office of Children's Guardian if they are not satisfied with the conduct of the investigation.

FURTHER INFORMATION ON THE OFFICE OF CHILDREN'S GUARDIAN CAN BE OBTAINED BY:

Phoning: 02 82193860 Emailing: reportableconduct@kidsguardian.nsw.gov.au
Web: www.kidsguardian.nsw.gov.au

Confidentiality

- ◁ The service will handle any allegation of child abuse in a confidential manner.

REFERENCES

- ◁ NSW Government, Department of Communities and Justice, Resources for Mandatory Reporters, accessed from: www.facs.nsw.gov.au/families/Protecting-kids
- ◁ Mandatory Reporters Guide: <https://reporter.childstory.nsw.gov.au>

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Monitoring, Evaluation and Review

This policy will be monitored to ensure compliance with legislative requirements and unless deemed necessary through the identification of practice gaps, the service will review this Policy every two years.

Families and staff are essential stakeholders in the policy review process and will be given opportunity and encouragement to be actively involved.

In accordance with R. 172 of the Education and Care Services National Regulations, the service will ensure that families of children enrolled at the service are notified at least 14 days before making any change to a policy or procedure that may have significant impact on the provision of education and care to any child enrolled at the service; a family's ability to utilise the service; the fees charged or the way in which fees are collected.

Related Legislation

- ◁ Children and Young Persons (Care and Protection) Act 1998
- ◁ Commission for Children and Young People Act 1998
- ◁ Ombudsman Act 1974
- ◁ Education and Care Services National Law Act 2010

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Child Safe Policy

Introduction

- ◁ Demonstrate commitment to the safety and welfare of children and young people.
- ◁ Minimise the risk of abuse, misconduct, and misuse of positional power.
- ◁ Inform all staff and volunteers of their obligations and responsibilities in keeping children safe.
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Strategies / How will it be done?

Nominated Supervisor

- ◁ Ensure that any adult working directly with children signs a Prohibited Employment Declaration Form and provides their Working With Children Check number, and will ensure their clearance, prior to employment;

The Approved Provider

- ◁ Ensure that staff know and understand the services policies and procedures, their roles and responsibilities in providing a child safe environment, and their mandatory reporting obligations;

Responsibilities

- ◁ Ensure your service and room layouts, risk assessments, supervision plans, and other policies and procedures identify, prevent and respond to possible risks to child safety, and consider both physical and online environments. Engage in regular reviews of these to ensure they comply with child safe standards.
- ◁ All staff are mandatory reporters and should stay up to date and informed about your role and your mandatory reporting requirements and responsibilities.

Related Documents

- ◁ Child Protection Policy
- ◁ Code of Conduct
- ◁ Early Childhood Education and care Reporting Obligations

Related Legislation

- ◁ Children's Guardian Act 2019
- ◁ Child Protection (Working with Children) Act 2012
- ◁ Child Protection (Working with Children) Regulation 2013
- ◁ Children and Young Persons (Care and Protection) Act 1998
- ◁ Child Safe Standards

REFERENCES

Office of Children's Guardian Website: www.ocg.nsw.gov.au/our-resources