



NEWMAN COLLEGE POLICY

Child Protection Policy

Newman College Principles

Newman College acknowledges the serious consequences of child abuse, both in the short term and the long term. At Newman College, the protection strategies and procedures to be followed are based on the following principles:

1. The Principal is responsible for the management of suspected or disclosed incidents of child abuse.
2. The Principal is to ensure the College's pastoral care structures address the issue of child abuse, making appropriate provisions for the assistance of students, families and workers.
3. College workers who have access to information regarding suspected or disclosed child abuse have a clear obligation to observe appropriate confidentiality in relation to the matter, and an obligation to ensure this information is kept secure. (Refer to Newman College's Policy Statement: Management of Confidential Information and also to the Child Protection Policy, Marist Brothers, Province of Australia protocols to responding to suspicions, reports and / or allegations of abuse of children as outlined in the Procedures Section of this Policy.)
4. All students have the right to a thorough and systematic education in personal safety. This should be done in partnership with their parents/guardians.
5. The value of the family unit is to be respected. However, this should not be to the detriment of the well-being of the child.
6. All adults have a responsibility to care for children, to promote their welfare and to protect them from any kind of abuse.
7. All persons involved in situations where abuse is suspected or disclosed must be treated with sensitivity, dignity and respect.
8. The confidentiality of all concerned in relation to an allegation of child abuse should be respected.

Procedures

- a) When dealing with Child Protection matters the procedures outlined in the following documents are to be followed:
- Child Protection Policy, Marist Brothers, Province of Australia, August 2015;
 - Catholic Church Australia Document, Towards Healing, Principles and Procedures in Responding to Complaints of Sexual Abuse Against Personnel of the Catholic Church in Australia, is to be used when an allegation is directed against any clergy or members of religious institutes;
 - CECWA Document, Dealing with Allegations of Misconduct and Serious Misconduct Against Staff in Catholic Schools is to be used when an allegation is directed against school employees. These include teachers, administrative staff, grounds staff or any other workers;
 - CECWA Document, Child Protection Procedures – Guidelines and Procedures for Catholic Schools in Western Australia is to be used when an allegation is directed against school community members or persons who are not employed by the school. These include but are not restricted to, school volunteers, parents, family members and/or relatives;
 - Child sexual abuse is to be reported according to State of WA legislative requirements as outlined in the publication, Mandatory Reporting of Child Sexual Abuse in Western Australia, a Guide for Mandatory Reporters.
- b) The screening procedures for Employment of Staff should strictly adhere to as set out in:
- Newman College Policy, Employment of Staff
 - CECWA Policy, Appointment of Staff in Catholic Schools
- c) Upon the commencement of employment, and on an annual basis thereafter, the Principal shall ensure that all workers are made aware of the contents of:
- Child Protection Policy, Marist Brothers, Province of Australia, August 2015
 - Child Protection Procedures for Catholic Schools in Western Australia and have undertaken the obligatory training conducted by the Catholic Education WA - Mandatory Reporting, WA
- d) Principals of Catholic schools are an approved “class of persons” in accordance with the Act and are able to take mandatory reports regarding child sexual abuse. Principals of Catholic schools have a legal obligation upon receiving mandatory reports regarding child sexual abuse to forward these unaltered to the approved agency (currently the Department for Child Protection and Family Support - DCPFS) as soon as possible (usually within 24 hours). Teachers also have the option at law to report directly to DCPFS.
- e) Workers shall act in accordance with the relevant section of the Child Protection Policy, Marist Brothers Province of Australia, August 2015 and Child Protection Procedures for Catholic Schools in Western Australia in regard to any historic allegations of child abuse.

- f) A Child Protection Curriculum shall be developed and implemented on an annual basis at an age appropriate level on a K-12 basis.
- g) A Professional Standards Committee for the College shall be established.
- h) Child Protection Officers (CPO) shall be appointed for each campus.
- i) Training programs shall be implemented for the Professional Standards Committee and for CPOs.
- j) Liaison shall occur with the local Marist Brothers Community Leader regarding all matters to do with Child Protection including protocols for the movement of Brothers within the school precinct.
- k) A Code of Conduct is available for workers.
- l) Guidelines shall be developed with respect to what constitutes child abuse and harm and for the recognition of child abuse.
- m) Protocols and strategies shall be developed and published in relation to responding to and reporting of child abuse.
- n) Flowcharts shall be published with respect to dealing with the above aspects of allegations of child abuse.
- o) At all times compassionate support will be given to all involved in any aspect of dealing with a child abuse allegation, including the child, the alleged perpetrator and families.
- p) This Policy shall be reviewed on an annual basis. The Self Audit tool, as outlined in the Marist Brothers Child Protection Policy, will be used as a basis for this review.