

201409011	Child Protection
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Applies to: Children, Students, Young People
Specific responsibility: All Staff, Management, Volunteers, Visitors, Stakeholders, Board of Directors

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Policy context: This Policy relates to	
Standards or other external requirements	NSW Disability Services Standards 1993
Legislation or other requirements	Children and Young Persons (Care and Protection) Act 1998 / 2012 Crimes Act 1900 Privacy and Personal Information Protection Act 1998 Privacy And Personal Information Protection Act 1998 Health Records And Information Privacy Act 2002 Commission for Children and Young People Act 1998 Ombudsman Act 1974 Education Act 1990
Contractual obligations	NSW Commission for Children and Young People Department of Community Services Family & Community Services (FaCS) National Disability Insurance Scheme (NDIS) Disability Care Australia (DCA)

POLICY STATEMENT

Mater Dei has legal and ethical responsibilities under Child Protection legislation in NSW.

This Policy document is intended to be provided and made available to staff including employees of the School, Early Intervention Program and Living Skills Program and contractors during their employment or engagement with Mater Dei to ensure a clear understanding of their duties and obligations under the key items of Child Protection legislation in NSW.

This Policy outlines the key concepts and definitions under the relevant legislation including mandatory reporters, reportable conduct and risk management. It also sets out expected standards of behaviour in relation to employees and contractors and their relationships with children and young people.



PROCEDURES

1. Introduction

1.1. General

The safety, protection and well-being of all children and young people are of fundamental importance to Mater Dei.

Both you and Mater Dei have a range of different obligations relating to the safety, protection and welfare of children and young people including

- a) a duty of care to ensure that reasonable steps are taken to prevent harm to children and young people
- b) obligations under Child Protection legislation, and
- c) obligations under Work Health and Safety legislation.

The purpose of this Policy is to summarise the obligations imposed by Child Protection legislation on the Organisation and on employees, contractors and volunteers and to provide guidelines regarding how the Organisation will deal with certain matters.

Child Protection is a community responsibility.

1.2. Key Legislation

There are three key pieces of Child Protection legislation in New South Wales:

- a) the Children and Young Persons (Care and Protection) Act 1998 (NSW) (the Care and Protection Act)
- b) the Child Protection (Working With Children) Act 2012 (NSW) (the WWC Act), and
- c) the Ombudsman Act 1974 (NSW) (the Ombudsman Act).

1.3. Your obligations to report

While we set out below circumstances in which the legislation requires reporting of particular Child Protection issues, Mater Dei requires you to report any concern you may have about the safety, welfare or wellbeing of a child or young person to the CEO/ Principal.

If the allegation involves the CEO/Principal, you are required to report to the Chairman of the Mater Dei Board.

This obligation is part of Mater Dei's overall commitment to the safety, welfare and well-being of children and young people.



1.4.1 Other Policies

Please note that there are a number of other Mater Dei Policies that relate to Child Protection which you need to be aware of and understand including but not limited to

- a) Code of Conduct which sets out information about the standards of behaviour expected of all employees, contractors and volunteers in the Organisation
- b) Work Health and Safety Statement which summarises the obligations imposed by Work Health and Safety legislation on the Organisation and workers
- c) Discrimination, Harassment and Bullying Statement which summarises your obligations in relation to unlawful discrimination, harassment and bullying
- d) Protection of Human Rights and Freedom from Abuse, and
- e) Rights.

PART A: THE CARE AND PROTECTION ACT

The Care and Protection Act provides for mandatory reporting of children at risk of significant harm.

NOTE: Any concern regarding the safety, welfare or wellbeing of a young person at Mater Dei must be reported to the CEO/Principal.

1. Who is a Mandatory Reporter?

Under the Care and Protection Act, persons who

- a) in the course of their employment, deliver services including health care, welfare, education, children's services and residential services, to children, or
- b) hold a Management position in an organisation, the duties of which include direct responsibility for, or direct supervision of, the provision of services including health care, welfare, education, children's services and residential services, to children, are mandatory reporters.

All Teachers and Social Educators are mandatory reporters. Other Mater Dei employees may also be mandatory reporters. If you are not sure whether you are a mandatory reporter you should speak to the CEO/Principal.

2. When must a report be made Community Services?

2.1 What is the threshold?



A mandatory reporter must, where they have reasonable grounds to suspect that a child (under 16 years of age) is “at risk of significant harm”, report to Community Services as soon as practicable, the name or a description, of the child and the grounds for suspecting that the child is at risk of significant harm.

In addition, while not mandatory, Mater Dei considers that a report should also be made to Community Services where there are reasonable grounds to suspect a young person (16 or 17 years of age) is “at risk of significant harm” and there are current concerns about the safety, welfare and well-being of the young person.

2.2 Reasonable Grounds

“Reasonable grounds” refers to the need to have an objective basis for suspecting that a child or young person may be at risk of significant harm, based on

- a) first hand observations of the child, young person or family
- b) what the child, young person, parent or another person has disclosed, and
- c) what can reasonably be inferred based on professional training and/or experience.

'Reasonable grounds' does not mean that you are required to confirm your suspicions or have clear proof before making a report.

2.3 Significant Harm

A child, student or young person is “at risk of significant harm” if current concerns exist for the safety, welfare or well-being of the child or young person because of the presence to a significant extent of any one or more of the following circumstances

- a) the child's or young person's basic physical or psychological needs are not being met or are at risk of not being met
- b) the parents or other caregivers have not arranged and are unable or unwilling to arrange for the child or young person to receive necessary medical care
- c) 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 an education in accordance with that Act
- d) the child or young person has been or is at risk of being physically or sexually abused or ill-treated
- e) 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
- f) 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, and/or



- g) the child was the subject of a pre-natal report under section 25 of the Care and Protection Act and the birth mother of the child did not engage successfully with support services to eliminate, or minimise to the lowest level reasonably practical, the risk factors that gave rise to the report.

2.4 Other relevant definitions

Policy definition of Significant Harm

A child or young person is “at risk of significant harm” if the circumstances that are causing concern for the safety, welfare or well-being of the child or young person are present to a significant extent.

What is meant by “significant” in the phrase “to a significant extent” is that which is sufficiently serious to warrant a response by a statutory authority irrespective of a family's consent.

What is significant is not minor or trivial and may reasonably be expected to produce a substantial and demonstrably adverse impact on the child's or young person's safety, welfare or well-being.

In the case of an unborn child, what is significant is not minor or trivial and may reasonably be expected to produce a substantial and demonstrably adverse impact on the child after the child's birth.

The significance can result from a single act or omission or an accumulation of these.

A child is a person under the age of 16 years for the purposes of the Care and Protection Act.

Child Abuse and Neglect

There are different forms of child abuse. These include neglect, sexual, physical and emotional abuse.

“Neglect” is the continued failure by a parent or caregiver to provide a child with the basic things needed for his or her proper growth and development such as food, clothing, shelter, medical and dental care and adequate supervision.

“Physical” abuse is a non-accidental injury or pattern of injuries to a child caused by a parent, caregiver or any other person. It includes but is not limited to injuries which are caused by excessive discipline, severe beatings or shakings, cigarette burns, attempted strangulation and female genital mutilation.

Injuries include bruising, lacerations or welts, burns, fractures or dislocation of joints. Hitting a child around the head or neck and/or using a stick, belt or other object to discipline or punish a child (in a non-trivial way) is a crime.

Serious “psychological” harm can occur where the behaviour of their parent or caregiver damages the confidence and self-esteem of the child or young person resulting in serious emotional deprivation or trauma.

Although it is possible for one-off incidents to cause serious harm in general it is the frequency, persistence and duration of the parental or carer behaviour that is instrumental in defining the consequences for the child.

This can include a range of behaviours such as excessive criticism, withholding affection, exposure to domestic violence, intimidation or threatening behaviour.



“Sexual” abuse is when someone involves a child or young person in a sexual activity by using their power over them or taking advantage of their trust. Often children or young people are bribed or threatened physically and psychologically to make them participate in the activity. Child sexual abuse is a crime.

Child wellbeing concerns are safety, welfare or wellbeing concerns for a child or young person that do not meet the mandatory reporting threshold, risk of significant harm.

Young person means a person who is aged 16 years or above but who is under the age of 18 years for the purposes of the Care and Protection Act.

3 What should you do if you consider that a Mandatory Report is required?

Reporting by Mater Dei about these matters to Community Services and, where necessary, to the Police, is generally undertaken by the CEO/Principal or his/her delegated authority (Assistant Principal or Director of Services). This is in accordance with best practice principles and is the expectation of Mater Dei.

If you have a concern that a child or young person is at risk of significant harm you should contact the CEO/Principal or his/her delegated authority (Assistant Principal or Director of Services) as soon as possible to discuss whether the case reaches the threshold of “risk of significant harm” and the steps required to report the matter.

However, if there is an immediate danger to the child or young person and the CEO/Principal or his/her delegated authority (Assistant Principal or Director of Services) is not contactable you should speak to the Police and/or the Child Protection Helpline directly and then advise the CEO/Principal or his/her delegated authority (Assistant Principal or Director of Services) as soon as possible.

You are not required to and must not undertake any investigation of the matter yourself.

You are not to inform the parents or caregivers that a report to Community Services has been made.

You are required to deal with the matter confidentially and only disclose it to the persons referred to above or as required to comply with your mandatory reporting obligations. Failure to maintain confidentiality will not only be a breach of this Policy, but could expose you to potential civil proceedings for defamation.

4 What should you do if you have a concern that is below the Mandatory Reporting threshold?

While the Care and Protection Act outlines a mandatory reporter's obligation to report to Community Services, as an employee of Mater Dei any concern regarding the safety, welfare and wellbeing of a child or young person must be reported to the CEO/Principal.

You are required to deal with all reports regarding the safety, welfare or wellbeing of a child or young person with confidentially and only disclose it to the CEO/Principal and any other person the CEO/Principal nominates. Failure to do so will be a breach of this Policy.

PART B: THE OMBUDSMAN ACT

1 Responsibilities



1.1 General

Part 3A of the Ombudsman Act requires the heads of certain agencies, including Non-Government Schools in New South Wales, to notify the New South Wales Ombudsman of all allegations of reportable conduct by an employee and the outcome of the School's investigation of these allegations.

An "employee" includes employees, contractors, volunteers, work experience participants, Clergy, Ministers of Religion and instructors of Religion who provide pastoral or liturgical services. In this part where there is a reference to an employee it includes all of these persons.

1.2 The Ombudsman

The Ombudsman

- a) must keep under scrutiny the systems for preventing reportable conduct by employees of Non-Government Schools and the handling of, or response to, reportable allegations (including allegations which are exempt from notification) or convictions
- b) must receive and assess notifications from Non-Government Schools concerning reportable conduct or reportable convictions
- c) is required to oversee or monitor the conduct of investigations by Non-Government Schools into allegations of reportable conduct or reportable convictions
- d) must determine whether an investigation that has been monitored has been conducted properly and whether appropriate action has been taken as a result of the investigation
- e) may directly investigate an allegation of reportable conduct or reportable conviction against an employee of a Non-Government School or the handling of or response to such a matter eg arising out of complaints by the person who is the subject of an allegation, and
- f) may undertake "own motion" investigations of Non-Government Schools where the Ombudsman considers it appropriate to do so including where there is evidence of systemic failure or serious conflict of interests.

1.3 Head of Agency

The Head of Agency is the CEO/Principal of Mater Dei. Under the Ombudsman Act, the Head of Agency must

- a) set up systems within their Organisation to ensure that they are advised of any allegations of reportable conduct against employees
- b) notify the Ombudsman as soon as possible and no later than thirty days after being made aware of an allegation
- c) notify the Ombudsman whether or not the Organisation plans to take disciplinary or other action in relation to an employee who is the subject of a reportable allegation or conviction and the reasons for taking or not taking any such action as soon as practicable, and
- d) provide the Ombudsman with any documentary and other information as the Ombudsman may from time to time request to assist in the Ombudsman's monitoring of an investigation.



1.4 Your obligations to report

You must report any concerns you may have about any other employee engaging in reportable conduct or any allegation of reportable conduct that has been made to you, to the CEO/Principal including information about yourself. If you are not sure whether the conduct is reportable conduct but consider that it is inappropriate behaviour you must still report it.

You must also report to the CEO/Principal if you become aware that an employee has been charged with or convicted of an offence including a finding of guilt without the Court proceeding to a conviction involving reportable conduct.

This includes information relating to yourself.

If the allegation involves the CEO/Principal, you are required to report to the Chairman of the Mater Dei Board.

1.5 Contact for parents and carers

The CEO/Principal is the contact point for parents and carers if they wish to report an allegation of reportable conduct against an employee.

2 What is Reportable Conduct?

2.1 Definition of Reportable Conduct

Reportable conduct is defined as

- a) any sexual offence or sexual misconduct committed against, with or in the presence of a child including a child pornography offence or an offence involving child abuse material
- b) any assault, ill-treatment or neglect of a child, and
- c) any behaviour that causes psychological harm to a child whether or not in any case with the consent of the child.

Reportable conduct does not extend to

- a) conduct that is reasonable for the purposes of the discipline, management or care of children having regard to the age, maturity, health or other characteristics of the children and to any relevant codes of conduct or professional standards, or
- b) the use of physical force that in all the circumstances is trivial or negligible but only if the matter is to be investigated and the result of the investigation recorded under workplace employment procedures, or
- c) conduct of a Class or Kind exempted from being reportable conduct by the Ombudsman under section 25CA.



2.2 Other relevant definitions

Set out below are definitions of the various terms referred to above in relation to reportable conduct.

Behaviour that causes “psychological harm” to a child is behaviour that is obviously or very clearly unreasonable and results in significant harm or trauma to a child. There needs to be a proven causal link between the inappropriate behaviour and the harm and the harm must be more than transient.

A “child” is a person under the age of 18 years for the purposes of the Ombudsman Act.

“Ill-treatment” captures those circumstances where a person treats a child in an unreasonable and seriously inappropriate, improper, inhumane or cruel manner. The focus is on the alleged conduct rather than the actual effect of the conduct on the child.

“Ill-treatment” can include disciplining or correcting a child in an obviously unreasonable and seriously inappropriate manner; making excessive and/or degrading demands on a child, hostile use of force towards a child and/or a pattern of hostile or unreasonable and seriously inappropriate, degrading comments or behaviour towards a child.

“Neglect” includes either an action or inaction by a person who has care responsibility towards a child.

The nature of the employee's responsibilities provides the context against which the conduct needs to be assessed.

1. Supervisory Neglect

- An intentional or reckless failure to adequately supervise a child that results in the death of or significant harm to a child, or
- An intentional or reckless failure to adequately supervise a child or a significantly careless act or failure to act that
 - involves a gross breach of professional standards, and
 - has the potential to result in the death or significant harm to a child.

2. Carer Neglect

- Grossly inadequate care that involves depriving a child of the basic necessities of life such as the provision of food and drink, clothing, critical medical care or treatment or shelter.

3. Failure to Protect from Abuse

- An obviously or very clearly unreasonable failure to respond to information strongly indicating actual or potential serious abuse of a child.

4. Reckless Act (or Failure to Act)

- A reckless act or failure to act that
 - involves a gross breach of professional standards, and



- has the potential to result in the death of or significant harm to a child.

Physical Assault is any act by which a person intentionally inflicts unjustified use of physical force against another. An assault can also occur if a person causes another person to reasonably apprehend that unjustified force is going to be used against them. Even if a person who inflicts physical harm or causes another person to reasonably apprehend physical harm does not actually intend to inflict the harm or cause fear they may still have committed an assault if they acted “recklessly”.

“Recklessness” in this context relates to circumstances when the person ought to have known that their actions would cause a person physical harm or cause the person to fear injury.

“Assaults” can include hitting, pushing, shoving, throwing objects or making threats to physically harm a child.

PSOA - 'Person Subject to the Allegation'.

Reportable Conviction means a conviction including a finding of guilt without the Court proceeding to a conviction in NSW or elsewhere of an offence involving reportable conduct.

Sexual Misconduct has two categories which include

- (1) crossing professional boundaries, and
- (2) sexually explicit comments and other overtly sexual behaviour.

The alleged conduct must have been committed against, with or in the presence of a child.

Crossing Professional Boundaries

Sexual misconduct includes behaviour that can reasonably be construed as involving an inappropriate and overly personal or intimate

- relationship with, or
- conduct towards, or
- focus on

a child or young person, or a group of children or young people.

Codes of conduct that outline the nature of the professional boundaries which should exist between employees and children and young people can be particularly useful.

For employees who either intentionally breach such codes or have demonstrated an inability to apply them appropriately it may be necessary to provide written advice about what constitutes appropriate behaviour.

Sexually explicit comments and other overtly sexual behaviour

Behaviour involving sexually explicit comments and other overtly sexual behaviour which can constitute sexual misconduct include forms of behaviour which involve crossing professional boundaries.



This conduct may include

- a) inappropriate conversations of a sexual nature
- b) comments that express a desire to act in a sexual manner
- c) unwarranted and inappropriate touching
- d) sexual exhibitionism
- e) personal correspondence including electronic communications such as e-mails and text messages with a child or young person in relation to the adult's sexual feelings for a child or young person
- f) exposure of children and young people to sexual behaviour of others including display of pornography, and
- g) watching children undress such as in change rooms or toilets when supervision is not required or justified.

Sexual Offences encompasses all criminal offences involving a sexual element that is “committed against, with or in the presence of a child”.

These offences include but are not limited to the following

- (a) indecent assault
- (b) sexual assault
- (c) aggravated sexual assault
- (d) sexual intercourse and/or attempted sexual intercourse
- (e) possession and/or dissemination and/or production of child pornography and/or child abuse material
- (f) using children to produce pornography
- (g) grooming or procuring children under the age of 16 years for unlawful sexual activity, and
- (h) deemed non-consensual sexual activity on the basis of special care relationships.

3 What happens when an allegation of Reportable Conduct is made?

3.1 Initial Steps

Once an allegation of reportable conduct against an employee is received, the Head of Agency is required to

- (a) determine on face value whether it is an allegation of reportable conduct



- (b) assess whether Community Services and/or the Police need to be notified ie if reasonable grounds to suspect that a child is at risk of significant harm or if this may be a criminal offence
- (c) notify the child's parents or carers unless to do so would be likely to compromise the investigation or any investigation by Community Services and/or the Police
- (d) notify the Ombudsman within 30 days of receiving the allegation
- (e) carry out a risk assessment and take action to reduce and/or remove risk where appropriate, and
- (f) investigate the allegation or appoint someone to investigate the allegation.

3.2 Investigation Principles

Mater Dei will

- (a) be mindful of the principles of procedural fairness
- (b) inform the person subject of the allegation (PSOA) of the substance of any allegations made against them and provide them with a reasonable opportunity to respond to the allegations
- (c) make reasonable enquiries or investigations before making a decision
- (d) avoid conflicts of interest
- (e) conduct the investigation without unjustifiable delay
- (f) handle the matter as confidentially as possible, and
- (g) provide appropriate support for all parties including the child/children, witnesses and the PSOA.

3.3 Investigation Steps

In an investigation, the Head of Agency or appointed investigator will generally

- (a) interview relevant witnesses and gather relevant documentation
- (b) provide a letter of allegation to the PSOA
- (c) interview the PSOA
- (d) consider relevant evidence and make a preliminary finding in accordance with the NSW Ombudsman guidelines
- (e) inform the PSOA of the preliminary finding and provide them with an opportunity to respond
- (f) consider any response provided by the PSOA
- (g) make a final finding in accordance with the NSW Ombudsman Guidelines
- (h) decide on the disciplinary action, if any, to be taken against the PSOA



- (i) apply the NSW Office of the Children's Guardian (OCG) Guidelines and decide if the matter is reportable to the OCG, and
- (j) send the final report to the Ombudsman and report to the OCG where required to do so.

The steps outlined above may need to be varied on occasion to meet particular circumstances eg it may be necessary to take different steps where the matter is also being investigated by Community Services and/or the NSW Police.

A PSOA may have an appropriate support person with them during the interview process. Such a person is there for support only and as a witness to the proceedings and not as an advocate or to take an active role.

4 Risk Management

Risk management means identifying the potential for an incident or accident to occur and taking steps to reduce the likelihood or severity of its occurrence.

The Head of Agency is responsible for risk management throughout the investigation and will assess risk at the beginning of the investigation, during and at the end of the investigation.

4.1 Initial Risk Assessment

One of the first steps following an allegation of reportable conduct against an employee is for the Head of Agency to conduct a risk assessment. The purpose of this initial risk assessment is to identify and minimise the risks to

- (a) the child(ren) who are the subject of the allegation
- (b) other children with whom the employee may have contact
- (c) the PSOA
- (d) the Organisation, and
- (e) the proper investigation of the allegation.

The factors which will be considered during the risk assessment include

- (a) the nature and seriousness of the allegations
- (b) the vulnerability of the child(ren) with whom the PSOA has contact at work
- (c) the nature of the position occupied by the PSOA
- (d) the level of supervision of the PSOA, and
- (e) the disciplinary history or safety of the PSOA and possible risks to the investigation.

The Head of Agency will take appropriate action to minimise risks. This may include the PSOA being temporarily relieved of some duties, being required not to have contact with certain children or young



people or being suspended from duty. When taking action to address any risks identified, Mater Dei will take into consideration both the needs of the child(ren) and the PSOA.

A decision to take action on the basis of a risk assessment is not indicative of the findings of the matter.

Until the investigation is completed and a finding is made, any action such as an employee being suspended is not to be considered to be an indication that the alleged conduct by the employee did occur.

4.2 Ongoing Risk Management

The Head of Agency will continually monitor risk during the investigation including in the light of any new relevant information that emerges.

4.3 Risk Management at the Conclusion of the Investigation

At the completion of the investigation, a finding will be made in relation to the allegation and a decision made by the Head of Agency regarding what action if any is required in relation to the PSOA, the child(ren) involved and any other parties.

5. What information will be provided to the PSOA?

The PSOA will be advised

- (a) that an allegation has been made against them at the appropriate time in the investigation, and
- (b) of the substance of the allegation or of any preliminary finding and the final finding.

The PSOA does not automatically have the right to

- (a) know or have confirmed the identity of the person who made the allegation, or
- (b) be shown the content of the Ombudsman notification form or other investigation material that reveals all information provided by other employees or witnesses.

The WWC Act enables a person who has a finding referred to the OCG under the Act to request access to the records held by the Organisation in relation to the finding of Misconduct Involving Children (see Part C section 3).

6. Disciplinary Action

As a result of the allegations, investigation or final findings, Mater Dei may take disciplinary action against the PSOA including termination of employment.

In relation to any disciplinary action Mater Dei will

- (a) give the PSOA details of the proposed disciplinary action, and
- (b) give the PSOA a reasonable opportunity to respond before a final decision is made.



7. Confidentiality

It is important when dealing with allegations of reportable conduct that the matter be dealt with as confidentially as possible.

Mater Dei requires that all parties maintain confidentiality during the investigation including in relation to the handling and storing of documents and records.

Records about allegations of reportable conduct against employees will be kept in a secure area and will be accessible by the Head of Agency or with the Head of Agency's express authority.

No employee may comment to the media about an allegation of reportable conduct unless expressly authorised by the CEO/Principal to do so.

If you become aware of a breach of confidentiality in relation to a reportable conduct allegation you must advise the CEO/Principal.

PART C: WWC Act

1 General

The Office of the Children's Guardian (OCG) is responsible for employment screening for child related employment.

A Working With Children Check (Check) is a prerequisite for anyone in child-related work. It involves national criminal history check and review of reported workplace misconduct findings. The result of a Check is either a clearance to work with children for five years or a bar against working with children. Cleared applicants are subject to ongoing monitoring by the OCG and any relevant new records which appear against a cleared applicant's name may lead to the Check being revoked.

It is the responsibility of the child-related worker to ensure that when they are eligible to apply for a Check or when their Check is up for renewal that they do so.

2 Responsibilities

The object of the WWC Act is to protect children

- (a) by not permitting certain persons to engage in child-related work, and
- (b) by requiring persons engaged in child-related work to have Working With Children Check clearances.

Schools are required to

- (a) verify online and record the status of each child-related worker's Check
- (b) only employ or engage child-related workers or eligible volunteers who have a valid Check, and
- (c) report findings of misconduct involving children made against child-related workers or volunteers.



Child-related workers and eligible volunteers are required to

- (a) hold and maintain a valid Check
- (b) not engage in child-related work at any time that they are subjected to an interim bar or a bar, and
- (c) report to the CEO/Principal if they are no longer eligible for a Check, the status of their Check changes or are notified by the OCG that they are subjected to a risk assessment.

All volunteers are required to

- (a) sign the Volunteer Statutory Declaration
- (b) required to have a Working with Children Check whenever they are working in high risk roles, and
- (c) be aware and follow the expectations of conduct expressed in the Mater Dei Staff Code of Conduct.

3 Relevant Definitions

3.1 Bars

Final Bar

This bar is applied based on a decision made by the OCG following a risk assessment. This person is barred against working with children.

Interim Bar

An interim bar is issued to high risk individuals to prevent them from continuing to work with children while a risk assessment is conducted. An interim bar may be applied for up to 12 months. If an interim bar remains in place for six months or longer it may be appealed through the Administrative Decisions Tribunal.

Not everyone who is subject to a risk assessment will receive an interim bar rather only those representing a serious and immediate risk to children.

Interim bars are issued only for risks considered likely to result in a final bar.

3.2 Child-related work

Child-related work includes but is not limited to work in the following sectors

- (a) Early Education and Child Care including education and care service, Child Care Centres and other child care
- (b) Education Schools and other educational institutions and private coaching or tuition of children
- (c) Religious services



- (d) residential services including boarding schools, homestays of more than three weeks, residential services and overnight camps, and
- (e) transport services for children including School bus services, taxi services for children and young people with disability and supervision of School road crossings.

3.3 Child-related Worker

This is a person who has physical contact or face to face contact with children in work outlined above in 3.2 including Schools and may include volunteer work.

A child-related worker may commence work once they have completed the Check application process. An application is completed when the online application form is complete and the worker's identity has been proven at the NSW Motor Registry or Council Agency and the fee has been paid if in paid work.

If you are unclear if your role is child-related you should speak with the Executive Assistant to the CEO/Principal.

3.4 Disqualified Person

A disqualified person is a person who has been convicted or against whom proceedings have been commenced for a disqualifying offence outlined in Schedule 2 of WWC Act.

A disqualified person is a person who has a bar preventing them from working with children in child-related work.

It is an offence for an employer to knowingly engage a child-related worker when they do not hold a Check or who has a bar or an interim bar.

It is an offence for an employee to engage in child-related worker when they do not hold a Check or have a bar or an interim bar.

3.5 Findings of Misconduct involving Children

The Organisation will report to the OCG when a finding has been made that the person who is an employee of the Organisation subject to the finding engaged in

- (a) sexual misconduct committed against, with or in the presence of a child including grooming of a child, or
- (b) any serious physical assault of a child.

Mater Dei will advise the person that the OCG has been notified of a finding of misconduct involving children.

The WWC Act enables a person who has a finding referred to the OCG under the Act to request access to the records held by Mater Dei in relation to the finding of misconduct involving children.



3.6 Reporting Body

Independent Schools who are members of the AISNSW are defined as a reporting body by the WWC Act.

Section 35 of the WWC Act requires Mater Dei to notify the OCG findings of misconduct involving children made against a child-related worker. Mater Dei may also be obliged to report, amend or provide additional information to the OCG as outlined in the WWC Act.

3.7 Risk Assessment

A risk assessment is an evaluation of an individual's suitability for child-related work.

The OCG will conduct a risk assessment on a person's suitability to work with children when a new record is received which triggers a risk assessment. This may include an offence under Schedule 1, pattern of behaviour or offences involving violence or sexual misconduct representing a risk to children, findings of misconduct involving children or notification made to the OCG by the Ombudsman.

3.8 Working with Children Check Clearance

A Working with Children Check (Check) means authorisation under the WWC Act to engage in child-related work. An employee will be issued with a number which is to be provided to Mater Dei to verify the status of an employee's Check.

3.9 REPORTING

- Department of Community Services 133 627
TTY 9633 7698
- Child Protection Hotline 132 111
Free Call 1800 212 936
- www.community.nsw.gov.au
- www.keepthemsafe.nsw.gov.au

DOCUMENTATION

Documents related to this Policy	
Related Policies	Protection of Human Rights and Freedom from Abuse Rights Complaints Privacy Incident Injury & Illness Code of Conduct Risk Management



	Client Safety and Security Service Management Duty of Care WHS Policy Decision Making and Choice Discrimination Harassment and Bullying
Forms, record keeping or other organisational documents	Complaints Incident Injury & Illness Risk Management Skin Integrity Incident Register Complaints Register

Reviewing and approving this Policy

Frequency	Person responsible	Approval
Annually	Director of Services	Board of Directors

Policy review and version tracking

Review	Date Approved	Approved by	Next Review Due
1			
2			
3			