

Norrie Cannon - Boarding Master Supervisor.

1-15pm.

ELB: Background to legislation.

- Discussion re grooming.

A: Employed 16 years - Senior housemaster / Director of Boarding.

Q: child abuse definitions

A: emotional, physical, neglect - grooming.

Q: Example, "He pulled me?"

A: Yes, child abuse.

Q: Process if a child abuse allegation?

A: Staff briefed to notify Headmaster or me.

Meeting with headmaster. Staff told not to investigate.

- If Head unavailable, go to Ombudsmen, AIS.

Q - Staff have been briefed by AIS

A - ~~Course~~ "A certificate course in Residential Care" - Duty of Care.

- Anyone in boarding has to do the course in their first year.

- No specific section about state legislation - as books used across states.

- A 1st aid certificate } Boarding staff.
- Resus certificate }

- In manual - flow chart of who is doing what.
- Staff informed they can complain about process if not satisfied.
- They are informed they can get legal advice -
- I would nominate a support person, it is important for them to get good advice.

Counselling

- Pastoral care - we organise psychiatrist, psychologist to be available.

Challenging Behaviours

- Always tensions, ASD kids, personalities of boarding masters.
- My role is advocacy for the students.
- An ADD child can not do things expected. ~~we~~
My role is to re-educate the staff member about the nature of the illness etc of the child.

Management Plans

- Very rarely will parents tell us upfront - as they see it as a 'new start' for the child. We spend 6 mths trying to work it out.
- A case study. A student with an allergic reaction to peanut butter & depression, parent who is a Dr - didn't tell us.
- If we are aware of a problem it becomes an issue, we will deal with.
- It is re-education for our staff most of the time.

Performance Reviews

- Informal system in boarding. Once a term - with resident master.
- I sensed drop-off in performance - speak informally with 'resident-staff'
- House masters more formal.
- Transitory nature of 'resident-staff' - is good because culture is not entrenched.
- I meet formally with house-masters once a week. because we live together - it is ongoing
- Start of every term - I meet with boarding staff. - 4 hrs
- 6 hours - conference for boarding supervisors.

Partners/Wife

- My wife is a psychologist - reality check.
- We have Barbques - try to create informal settings.
- Some say other wives are too interfering - but often will be a moderating influence of husband.

Staff development/Training - Child Protection

- Different roles are confusing. DoCS + Onbo in direct conflict at a conference.
- Onbo - employer related issues.
- DoCS - child related issues.

Support to Staff - Challenges

- 'Resident' go to House Master
- If H/m can't deal with it - to Counselor.
- For me - I ask my wife.

- Some people may think asking for help is a sign of weakness.
- Russell White: Psychiatrist - I bring him to help problems with particular students like ADD. - I talk about the issue & then I bring in Russell to support my info.
- I wrote the 'bullying' policy. Worked with Professor Ken Rigby on the policy. We worked with kids - with outside experts.
 - * I don't punish kids in the 1st instance who bully, as they don't realise they are bullying. - it is name calling / emotional.
 - * No confrontation when I deal with it -
- 'Bullying' - in whole school.
 - Adrian Nesbitt deals with it. My wife is just deal with boarding issues.
- Question bullying - what is it? Careful how to deal with it & keep it in perspective. Re-educate

Parents involvement / information /

- 'Student & parent handbook'
- Newsletter every 2 weeks - 'boarding news' newsletter
- We have a 'board of parents' association - meet ~~at~~ at end of every term - I attend the meeting.
- Parents are learning I am the kids advocate -
- Complaints: Food / computers - virus / no internet access.
- We have quite a few overseas students. We have a 'Boarder Support Scheme' - they

will contact overseas parent - local parent will come to B'days etc. Some of the parents will come friends for life.

* Our parents sign a host life list - AIS said 'yes', 'no', 'yes' whether hosts get prohibited check - WCC (Greg Williams)*

What school does to protect children

- People appointed are good.
- Housemasters - I am on the panel B (4)
 - Headmaster makes final decision.
- Adrian Nesbitt - Dean of students does a wonderful job.
- We still have people who ^{are} support to the kids. We have to move from the English model of bullying kids into submission to being a family driven institution.

Police officer:-
Sexually abused his child.