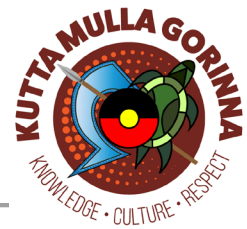


CHILD PROTECTION POLICY

PURPOSE:	The purpose of this policy is to provide a policy as part of Kutta Mulla Gorinna Inc’s written processes about how the school will respond to harm, or allegations or harm, to students under 18 years old, and appropriate conduct of the school’s staff and students, to comply with accreditation requirements.		
SCOPE:	Students and employees, including full-time, part0time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements at Kutta Mulla Gorinna Special Assistance School and covers information about the reporting of harm and abuse.		
REFERENCES:	<ul style="list-style-type: none"> • Child Protection Act 1999 (Qld) • Education (General Provisions) Act 2006 (Qld) • Education (General Provisions) Regulation 2017 (Qld) • Education (Accreditation of Non-State Schools) Act 2017 (Qld) • Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) • Working with Children (Risk Management and Screening) Act 2000 (Qld) • Working with Children (Risk Management and Screening) Regulations 2011 (Qld) • Kutta Mulla Gorinna Inc Complaints Handling Policy • Kutta Mulla Gorinna Inc Complaints Handling Procedure • Kutta Mulla Gorinna Inc Child Risk Management Strategy (for the Working with Children (Risk Management and Screening) Act 2000 (Qld)) • Kutta Mulla Gorinna Inc Work Health and Safety Policy (for the Work Health and Safety Act 2011 (Qld)) 		
STATUS:	Approved	SUPERSEDES:	Previous Policy
AUTHORISED BY:	Kutta Mulla Gorinna Inc	DATE OF AUTHORISATION:	20 December 2018
REVIEW DATE:	Annually	NEXT REVIEW DATE:	20 December 2019
POLICY OWNER:	Kutta Mulla Gorinna Inc		



DEFINITIONS

- **Section 9 of the *Child Protection Act 1999* - “Harm”**, to a child, is any detrimental effect of a significant nature on the child’s physical, psychological or emotional wellbeing.
 1. It is immaterial how the harm is caused.
 2. Harm can be caused by—
 - a) physical, psychological or emotional abuse or neglect; or
 - b) sexual abuse or exploitation.
 3. Harm can be caused by—
 - a) a single act, omission or circumstance
 - b) 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 child who—
 - a) has suffered significant harm, is suffering significant harm, or is at unacceptable risk of suffering significant harm
 - b) 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 –
 - (a) the other person bribes, coerces, exploits, threatens or is violent toward the relevant person
 - (b) the relevant person has less power than the other person
 - (c) there is a significant disparity between the relevant person and the other person in intellectual capacity or maturity.

HEALTH AND SAFETY

Kutta Mulla Gorinna Special Assistance School has written processes in place to enable it to comply with the requirements of the *Work Health and Safety Act 2011* (Qld) and the *Working with Children (Risk Management and Screening) Act 2000* (Qld).

RESPONDING TO REPORTS OF HARM

When Kutta Mulla Gorinna Special Assistance School receives any information alleging 'harm'¹ to a student (other than harm arising from physical or sexual abuse) it will deal with the situation compassionately and fairly so as to minimise any likely harm to the extent it reasonably can. This is set out in the school’s Child Risk Management Strategy. Information relating to physical or sexual abuse is handled under obligations to report set out in this policy².

CONDUCT OF STAFF AND STUDENTS

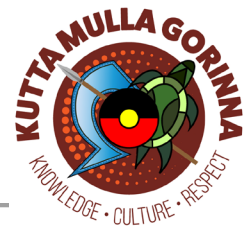
All staff, contractors and volunteers must ensure that their behaviour towards and relationships with students reflect proper standards of care for students. Staff, contractors and volunteers must not cause harm to students³.

REPORTING INAPPROPRIATE BEHAVIOUR

¹ Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(7): the definition of 'harm' for this regulation is the same as in section 9 of the *Child Protection Act 1999* (Qld)

² Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(1)

³ Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(1)



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

- _____ - Executive School Director
- _____ - Business Services Manager
- _____ - Head of Curriculum ⁴

DEALING WITH REPORT OF INAPPROPRIATE BEHAVIOUR

A staff member who receives a report of inappropriate behaviour must report it to the Executive School Director. Where the assigned reporting person is the subject of the report of inappropriate behaviour, the staff member must inform a member of the school's governing body⁵. Reports will be dealt with under the school's Complaints Handling Policy.

REPORTING SEXUAL ABUSE⁶

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

- a) a student under 18 years attending the school;
- b) a pre-preparatory aged child registered in a pre-preparatory learning program at the school;
- c) a person with a disability who: -
 - i. under section 420(2) of the *Education (General Provisions) Act 2006* is being provided with special education at the school; and
 - ii. 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 Executive School Director or to a director of the school's governing body immediately.

The Executive School Director or the school's governing director 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 Executive School Director, they 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 governing body.

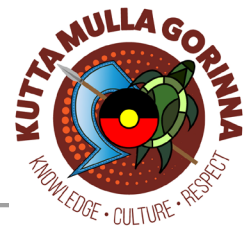
A report under this section must include the following particulars: -

- a) the name of the person giving the report (the **first person**);
- b) the student's name and sex;
- c) details of the basis for the first person becoming aware, or reasonably suspecting, that the student has been sexually abused by another person;
- d) details of the abuse or suspected abuse;
- e) any of the following information of which the first person is aware: -
 - i. the student's age;

⁴ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2) and s.16(3)*

⁵ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2)*

⁶ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2)(c)*



- ii. the identity of the person who has abused, or is suspected to have abused, the student;
- iii. the identity of anyone else who may have information about the abuse or suspected abuse⁷.

REPORTING LIKELY SEXUAL ABUSE⁸

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

then the staff member must give a written report about the suspicion to the Executive School Director or to a director of the school's governing body immediately.

The Executive School Director or the director must immediately give a copy of the report to a police officer.

If the first person who reasonably suspects likely sexual abuse is the Executive School Director, they 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 governing body.

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

- a) the name of the person giving the report (the **first person**);
- b) the student's name and sex;
- c) details of the basis for the first person reasonably suspecting that the student is likely to be sexually abused by another person;
- d) any of the following information of which the first person is aware: -
 - i. the student's age;
 - ii. the identity of the person who is suspected to be likely to sexually abuse the student;
 - iii. the identity of anyone else who may have information about suspected likelihood of abuse⁹.

REPORTING PHYSICAL AND SEXUAL ABUSE¹⁰

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

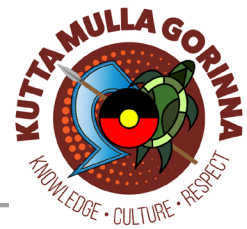
A **reportable suspicion** about a child is a reasonable suspicion that the child: -

- a) has suffered, is suffering, or is at unacceptable risk of suffering, significant harm caused by physical or sexual abuse

⁷ *Education (General Provisions) Regulation 2017 (Qld) s.68*

⁸ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2)(c)*

⁹ *Education (General Provisions) Regulation 2017 (Qld) s.69*



- b) may not have a parent able and willing to protect the child from the harm.

The doctor, nurse, teacher or early education and care professional must give a written report to the Chief Executive of the Department of Communities, Child Safety and Disability Services (or another department administering the *Child Protection Act 1999*). The doctor, nurse, teacher or early education and care professional should give a copy of the report to the Executive School Director.

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

- a) state the basis on which the person has formed the reportable suspicion
b) include the information prescribed by regulation, to the extent of the person's knowledge¹⁰.

AWARENESS

Kutta Mulla Gorinna Inc 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 on our website, through school newsletters, staff induction, student assembly, student diaries, in enrolment interviews and available from the Kutta Mulla Gorinna Inc general office¹¹.

TRAINING

Kutta Mulla Gorinna Inc will train its staff in processes relating to the health, safety and conduct of staff and students on their induction and will refresh training annually¹².

IMPLEMENTING THE PROCESSES

Kutta Mulla Gorinna Inc will ensure it is implementing processes relating to the health, safety and conduct of staff and students by auditing compliance with the processes annually¹³. Kutta Mulla Gorinna Inc will ensure that staff are trained in implementing the School's child protection processes. This will be done but not limited to: attendance register from annual training, discussion at staff meetings with printed staff meeting agendas, staff induction, review of handling of complaints.

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 Kutta Mulla Gorinna Inc school general office¹⁴.

COMPLAINTS PROCEDURE

Suggestions of non-compliance with the Kutta Mulla Gorinna Inc's processes may be submitted as complaints under Kutta Mulla Gorinna Inc's complaints procedure¹⁵.

RELEVANT PROCEDURES

- Procedure for reporting reasonable suspicion

RELEVANT FORMS

¹⁰ See *Child Protection Regulation 2011 (Qld) s.10 "Information to be included in report to chief executive"*

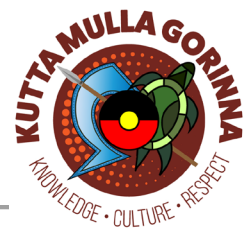
¹¹ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(a)*

¹² *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(c)*

¹³ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(d)*

¹⁴ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(b)*

¹⁵ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(5) and s.16(6)*



- Report of suspected harm or sexual abuse