



Opus Angelorum Ltd

ANGELORUM COLLEGE

Opus Angelorum Ltd is the governing body of Anglorum College.

Child Protection Policy

Purpose:	The purpose of this policy is to provide a policy as part of Anglorum College's ("the School") written processes about how the school will respond to harm, or allegations of harm, to students under 18 years old, and the appropriate conduct of the school's staff and students, to comply with accreditation requirements.	
Scope:	Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements at the Anglorum College and covers information about the reporting of harm and abuse.	
Status:	Approved.	Supersedes: Together with the Child Risk Management Strategy policy it supersedes and replaces the Student Welfare Processes policy adopted in June 2017.
Authorised by:	Chair of Opus Angelorum Ltd.	Date of Authorisation: 26 June, 2021

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) ● Angelorum College Dispute Resolution/Complaints Handling Policy ● Angelorum College Dispute Resolution/Complaints Handling Procedure ● Angelorum College Child Risk Management Strategy (for the <i>Working with Children (Risk Management and Screening) Act 2000 (Qld)</i>) ● Angelorum College Work Health and Safety Policy (for the <i>Work Health and Safety Act 2011 (Qld)</i>) ● Angelorum College Child Protection Reporting Form (see appendix 2 of this document) 	
Review Date:	Annually	Next Review Date: 30 June 2022
Policy Owner:	Opus Angelorum Ltd.	

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
 - 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 student 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

The school has written processes in order 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 the school receives any information alleging ¹harm 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 College'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

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

- Mrs Colina Knol (Assistant Principal of Angelorum College); or
- Mrs Lucy Robinson (Principal of Angelorum College)⁴

Dealing with Report of Inappropriate Behaviour

A staff member who receives a report of inappropriate behaviour must report it to the principal. Where the principal is the subject of the report of inappropriate behaviour, the staff member must inform a member of the College's governing body⁵ Opus Angelorum Ltd. Reports will be dealt with under the College's Dispute Resolution/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

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)*

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)*

- 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
 - 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 principal or to a director of Opus Angelorum Ltd. immediately.

The College's principal or the director of the Opus Angelorum Ltd. 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 school's principal, the principal 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 Opus Angelorum Ltd.

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
 - 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
 - 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 principal or to a director of the school's governing body immediately.

The College's principal or the director must immediately give a copy of the report to a police officer.

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

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

If the first person who reasonably suspects likely sexual abuse is the College's principal, the principal 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 has abused, or is suspected to be likely to abuse, the student
 - iii. the identity of anyone else who may have information about suspected likelihood of abuse⁹.

Reporting Physical and Sexual Abuse ¹⁰

Under Section 13E (3) of the *Child Protection Act 1999*, if a doctor, a registered nurse, a teacher or an early childhood 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
- b) may not have a parent able and willing to protect the child from the harm.

The doctor, nurse, teacher or early childhood education and care professional must give a written report to the Chief Executive of the Department of Child Safety, Youth Justice and Multicultural Affairs (or other department administering the *Child Protection Act 1999*). The doctor, nurse, teacher or early childhood education and care professional should give a copy of the report to the principal.

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 knowledge.¹¹

Awareness

The College 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 its website¹².

This Child Protection Policy is included in the staff guidelines. The policy and processes are included in induction and training programs for both staff and students to raise awareness of the provisions

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

¹⁰ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16 (2)(d)*

¹¹ See *Child Protection Regulation 2011 (Qld) s.10 "Information to be included in report to chief executive"*

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

and facility in their access and use. The policy is often communicated through assemblies, home room groups, staff briefings and referred to in parent presentations. Staff students and parents are frequently made aware of the ways in which they can access information about student safety and welfare processes.

Training

The College will train its staff in processes relating to the health, safety and conduct of staff and students on their induction and will refresh training annually¹³.

Training about the student protection processes and procedures is provided for all staff during induction programs and through regular in-service sessions. Various representative scenarios are addressed so that staff members are readily familiar with the range of events and conditions that trigger action, whether initiated by staff or students, along with the processes required under legislation and the College's policies.

Implementing the Processes

The College will ensure it is implementing processes relating to the health, safety and conduct of staff and students by auditing compliance with the processes annually.¹⁴

The College has established a register of events concerning student protection in general, reports that have been lodged and other actions that have been undertaken. It also maintains a log of awareness and training events that have been delivered. The ongoing implementation of student welfare and protection processes is monitored continuously through the inclusion of a standing item on the matter in regular reports by the principal to the board.

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 College administration¹⁵.

Written policies, processes and procedures about health, safety and conduct of staff and students are published and readily accessible to students, staff and parents on the College website or in printed form from the principal.

Complaints Procedure

- Suggestions of non-compliance with the College's processes may be submitted as complaints under the Angelorum College Dispute Resolution/Complaints Handling Policy

The College and its governing body operate a broad complaints procedure which makes specific provision for the resolution of complaints where it is claimed that there is non-compliance with written processes concerning health, safety and conduct of staff and students.

The procedure sets out:

- the person or persons to whom a complaint can be made.
- the format in which a complaint must be recorded.
- the process for hearing, investigating and acting upon a complaint.

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

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

¹⁵ Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(b)

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

- the timeframe in which a response can be expected, or redress of the circumstances will be undertaken; and
- the person, persons, or entity to which a matter may be referred should the complainant not be satisfied with the determination of the complaint or the resolution outcome, including the parameters within which such an appeal may be made.