



KOROWAL SCHOOL
Human-centred education ♦ Kindergarten to HSC

KOROWAL SCHOOL LIMITED
CHILD PROTECTION FRAMEWORK

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1. DOCUMENT CONTROL

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2. POLICY STATEMENT

Korowal is guided in its decisions on child safety, welfare, well-being and protection strategies by the objects and principles within the key child protection legislation and guidelines in NSW, consistency with the United Nations Convention on the Rights of the Child and the Child Safe Standards arising from the Royal Commission Final Report into Institutional Response to Child Sexual Abuse.

3. PURPOSE

The purpose of this Policy is to create a framework for child protection and child safety under which other specific and related policies and procedures will provide guidance in the provision of services that promote safety and wellbeing for students, as well as to ensure legal compliance.

4. SCOPE

This policy applies to all employees, which under this framework, includes all employees, contractors, volunteers, work experience participants and student placements who are engaged by the School in working with children.

5. RELATED POLICIES

This policy is an overarching framework for child protection at the School. It must not be read in isolation. A number of inter-related policies fit within this framework and they must be read together with this document. They include but are not limited to:

- *Child Protection Records and Information Exchange Policy*
- *Employee Code of Conduct*
- *Identify and Respond to Child Abuse and Neglect Policy*
- *Promote Child Safety in the Workplace Policy*
- *Protected Disclosures Policy*

6. LEGISLATION

This Policy has been drafted to comply with the following legislation:

- *Children and Young Persons (Care and Protection) Act 1998* (NSW)
- *Ombudsman's Act 1974* (NSW)
- *Child Protection (Working with Children) Act 2012* (NSW)
- Child Safe Standards Final Report: Royal Commission into Institutional Responses to Child Sexual Abuse

7. DEFINITIONS

Term	Definition
Employees	This includes all employees, contractors, volunteers, work experience participants and student placements who are engaged by the School in working with children.
Child	Any person who is under 16 years of age.
Young Person	Any person who is 16 or 17 years of age.
Student	Any person receiving education services at the school whether above or below 18 years of age.

8. PRINCIPLES

The School adheres to the following principles:

- **Safe and Supportive Environments**
This Policy supports the commitment by The School create safe and supportive environments for students. A safe environment is one where the risk of significant harm is minimised and students and employees feel safe and secure. Harm relates not only to dangers in the physical environment but also refers to violence, physical threats, verbal abuse, threatening gestures, neglect, emotional or psychological harm, sexual harassment and abuse, grooming behaviour and racial vilification.
- **Enhanced development for Students**
A supportive environment facilitates and enhances the social, academic, physical and emotional development of students, employees and all those involved with the work of the School.
- **Protection of Students**
The School is committed to fostering the wellbeing of students and to protecting them from any form of exploitation, abuse or neglect.
- **Culture of Safety**
The School is committed to maintaining practices that create a culture of safety within which students and employees are supported and protected.

9. CHILD PROTECTION POLICY FRAMEWORK

The following policies form the key components of the Child Protection Policy Framework for the School:

9.1 Identify and Respond to Child Abuse and Neglect Policy

The School has developed policy specifically to assist employees to understand the broader responsibilities of The School and their specific responsibilities as employees in the area of child protection.

9.2 Promote Child Safety in the Workplace Policy

The School takes a positive approach to the promotion of child safe workplaces. This is in line with the legislative and policy requirements of governing and funding bodies, as well as the principles of The School's child protection policy that support the development of a culture of safety within which students and employees are supported and protected.

Key aspects considered in this policy area include recruitment and employment screening, management of allegations against a person and induction and training procedures.

9.3 Employee Code of Conduct

This policy regulates the conduct of The School employees to promote the safety of children at The School. The School is committed to the highest standards of moral, ethical and legal behaviour and seeks to create, maintain and nurture positive partnerships with all members of our community. This includes an open environment in which students, parents, staff and others are able to raise concerns regarding actual or suspected undesirable, unethical or unlawful conduct. The School will not tolerate, and encourages the reporting of, current or historical serious wrongdoing.

9.4 Child Protection Records and Information Exchange Policy

The School recognises the need to work collaboratively with other agencies in efforts to protect children. This policy acknowledges this need and assists these collaborative efforts by ensuring that all relevant documents are stringently kept and that such records are available to the appropriate authorities.

9.5 Protected Disclosures Policy

The protection of disclosures made to The School is an essential aspect of promoting an environment in which people are able to report genuine issues and genuine raise concerns without fear of reprisal. This policy regulates the disclosure procedure as well as ensuring the protection of disclosers.

10. FURTHER INFORMATION

Should you require further information about this Policy, please contact the Principal.