



KOROWAL SCHOOL

Innovating education with care | K - 12

Korowal School Limited Child Protection Framework

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1. Document Control

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1.0	July 2018	Executive Team	Final
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2. Policy Statement

Korowal School Ltd (the 'School') is guided in its decisions on child safety, welfare, well-being, and protection strategies through the objects and principles of key child protection legislation and guidelines in NSW and Australia. Further, such strategies are aligned with the United Nations Convention on the Rights of the Child, and the learnings from the Royal Commission Final Report into Institutional Response to Child Sexual Abuse, and the subsequent Child Safe Standards.

3. Purpose

The purpose of this Policy is to create a framework for the protection and safety of children and young people. Under this framework, a number of other policies and procedures will provide guidance for the provision of services that promote safety and well-being for students and ensure the School's legal compliance.

4. Scope

This Policy applies to all employees, which includes all employees, contractors, volunteers, work experience participants and student placements who are engaged by the School in working with children and young people.

5. Related Policies

This policy is an overarching framework for child protection at the School. The policies which fall under this framework, and which should be read in conjunction with this document are the:

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

6. Legislation And Related Documents

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

- *Children and Young Persons (Care and Protection) Act 1998 (NSW)*
- *Children's Guardian Act 2019 (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

For a full list of definitions please see the School's *Definitions Register*:

https://www.korowal.nsw.edu.au/imagesDB/wysiwyg/0.Definitions_2022.pdf

Term	Definitions
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 enrolled to receive 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 to 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**
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 safety, welfare and well-being 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 this policy specifically to assist employees to understand the broader compliance and reporting responsibilities of the School and their specific responsibilities as employees in the area of child protection.

9.2. Promoting Child Safety in the Workplace Policy

The School takes a positive and proactive 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 this 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, ongoing professional development procedures, and complaints management procedures.

9.3. Employee Code of Conduct

This policy outlines the expectations for conduct of all employees, including their requirement to promote the safety of students 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, without fear of repercussion. The School will not tolerate wrongdoing and encourages the reporting of current or historical wrongdoing.

9.4. Child Protection Records and Information Exchange Policy

On receipt of a report that a child or young person is suspected of being at risk from abuse or neglect, the Child Protection Helpline may make such investigations and assessment as they consider necessary to determine whether the child or young person is at risk of significant harm, and what action should occur. The Child Protection Helpline may decide to take no further action if, on the basis of the information provided, they consider there is insufficient reason to believe that the child young person is at risk of significant harm or the information does not reach the reporting threshold.

If no response has been received from the Child Protection Helpline within five days, the Principal should contact the Child Protection Helpline to obtain information regarding the status of the report.

9.5. Protected Disclosures Policy and Procedures

The protection of those who make eligible disclosures to the School is an essential aspect of encouraging a supportive environment in which people are able to report genuine issues and raise concerns without fear of reprisal. This policy outlines the circumstances and related procedures for the making of a disclosure, and in ensuring the protection of disclosers.

10. Further Information

Should you require further information about this Policy, or the policies which sit under it, please contact the Principal.