



CCC STUDENT PROTECTION POLICY

HISTORY

Developed by: College Board & Principal
Date established: 22 August 2005

Original signed: Board Chair
Date of last review: 3RD February 2017
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1. INTRODUCTION

Under legislation, duty of care obligations (duties) and the Faith basis of Cooloola Christian College (CCC), the College is committed to providing a safe environment to all students and to upholding their best interests and wellbeing.

The CCC Student Protection Policy and Procedures are designed to facilitate these commitments and are compliant with Regulation 10 of the Education (Accreditation of Non-State Schools) Regulation 2011, as amended in 2014.

All adults have a responsibility to care for children and to protect them from Inappropriate Behaviour, Harm (including: Physical, Psychological or Emotional Wellbeing and Neglect), as well as Sexual or Physical abuse.

2. PURPOSE

This policy details the College Policy and reporting procedures in relation to Child Protection at Cooloola Christian College (CCC). It is to be read in conjunction with other College Policies addressing the wellbeing of the College community. Should there be any conflict between this and other policies, this Policy will prevail.

3. SCOPE

This Policy and procedures set out the requirements under Regulation 10 to provide processes which address the protection of Students. It applies to all complaints of sexual and physical abuse, to other types of Harm and to Inappropriate Behaviour. It applies to all Staff and Students at the College.

4. BIBLICAL PERSPECTIVE

Cooloola Christian College accepts its responsibility to provide a safe environment for children and to provide an education which fosters their health, developmental needs, spirituality, self respect and dignity. We are entrusted by parents with the care of their children, who are precious in the sight of God.

5. POLICY STATEMENT

- a) Cooloola Christian College (CCC) is committed to providing a safe learning environment for its students and requires its entire staff (paid and unpaid and volunteers) to model and encourage behaviour that upholds the dignity and safety of students. Any behaviour that jeopardizes that environment has no place in an organisation that is committed to creating optimal learning outcomes for all students in its care.
- b) Consistent with this commitment, CCC will support students who are victims of harm/abuse and support staff who act in accordance with this policy. Staff must:
 - Not act or speak inappropriately to students
 - Not cause harm to students in the College's care; and
 - Report suspected behaviours in accordance with this policy; and
 - Follow the procedures detailed in this Policy and Reporting Forms.

Furthermore it is stated that:

- The College will comply with the mandatory reporting requirements under law.
 - The College has Processes in place allowing it to respond to issues of Student Protection promptly and consistently.
 - The College will work in partnership with the State authorities.
 - The College will work as appropriate with Family and Child Connect Services.
 - The College will work in partnership with parents as part of the Contractual Relationship established by the Enrolment Contract.
 - The College will provide appropriate pastoral support for Students and families.
 - Penalties for breach of this Policy will attract College-imposed penalties additional to any imposed at law.
- c) College disciplinary action will be taken under this policy, additional to any that may apply at law.

6. PRINCIPLES

This Policy is founded on the following principles:

- (a) Every Child has a right to protection from harm.
- (b) The welfare and best interests of the Child are paramount.
- (c) Families have the primary responsibility for the upbringing, protection and development of their Children.
- (d) Under the Contract of Enrolment the College and Parents will work together in the best interests of the Child.
- (e) All actions taken by the College will be in the best interests of the Child and will include the reporting of any suspected criminal behaviours regardless of family issues.
- (f) As part of its pastoral care commitments, the College will provide appropriate support to the Child and family where harm is alleged to have taken place.
- (g) The College will screen new staff / volunteers in relation to their suitability to work with Children. [Suitability card & teacher registration will ensure compliance.]
- (h) The College will not tolerate behaviours which breach the law and this Policy. Such behaviours will result in penalties being imposed by the College.
- (i) The College will provide pastoral care to alleged offenders if they are Students or employees of the College.
- (j) The confidentiality of all parties will be respected.

7. LEGAL REFERENCES (THE LAW)

The College has obligations (duties) in relation to the Student Protection Policy and Procedures from:

- *Anti-Discrimination Act 1991*
- *Working with Children (Risk Management and Screening) Act 2000 (Qld)*
- *Working with Children (Risk Management and Screening) Regulation 2011 (Qld)*
- *Education (General Provisions Act) 2006 (Qld)*
- *Education (General Provisions) Regulation 2011 (Qld)*
- *Education (Queensland College of Teachers) Act, 2005 (Qld)*

- *Education (Accreditation of Non-State Schools) Act 2001 (Qld)*
- *Education (Accreditation of Non-State Schools) Regulation 2011(Qld) as amended in 2014*
- *Child Protection Act 1999 as amended in 2014*
- *Education and Training Amendment Act 2011*
- *Work Health and Safety Act 2011*
- *Crimes Code Qld*

8. PROTECTION FOR NOTIFIER

- The *Child Protection Act 1999* provides for the confidentiality of information supplied by the person making a notification.
- Also Section 22 of the Act provides for the protection from civil liability for persons, who, acting honestly, notify or give information about suspected harm to a Child. It states that merely because the person gives the notification or information, the person cannot be held to have breached any code of professional etiquette or ethics, or departed from accepted standards of professional conduct.

In accordance with this Act, the College will protect the identity of the Notifier of information – unless required otherwise by Law.

9. ANONYMOUS COMPLAINTS

Such complaints, by their very nature provide difficulties, however the College will investigate the validity of each one to the extent possible.

10. MAKING A COMPLAINT

Should a person wish to make a complaint about actions or processes implemented by the Policy, it must be made in writing to the Principal. The formal complaints policy will, thereafter, be followed.