



## Child Protection Policy

### PURPOSE OF THE POLICY

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The purpose of this policy is to provide written processes about the health and safety of the Rockhampton Girls Grammar School staff and students and about the appropriate conduct of the School's staff and students.

#### Scope

Applies to staff, students and volunteers at Rockhampton Girls Grammar School and covers information about the reporting of harm and likely sexual abuse.

#### Responsibility

Rockhampton Girls Grammar School Board of Trustees

#### Point of Contact

Principal

### DEFINITIONS AND LEGISLATION

"**Harm**", caused to a student under 18 years, is any detrimental effect of a significant nature on the student'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

**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

#### Relevant Legislation

*Education and Training Legislation Amendment Act 2011*

*Commission for Children and Young People and Child Guardian Act 2000 (Qld)*

*Commission for Children and Young People and Child Guardian Regulation 2001 (Qld)*

*Education (General Provisions) Act 2006 (Qld)*

*Education (General Provisions) Regulation 2006 (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 2001(Qld)*

*Education Services for Overseas Students (ESOS) Act 2000 (Cth)*

*Education (Overseas Students) Act 1996 (Qld)*

### HEALTH AND SAFETY

The school will protect students from harm as far as it is reasonably able. The safety, wellbeing and best interests of our students are of primary importance. The school will ensure the health and safety of staff in accordance with relevant workplace health and safety legislation.

## 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 students.

The school will ensure that staff and volunteers have a positive notice ("blue card") as required by the *Commission for Children and Young People and Child Guardian Act 2000* or that they are registered teachers.

## INAPPROPRIATE BEHAVIOUR

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

The Principal or

A member of the Executive team.

## DEALING WITH INFORMATION ABOUT 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 Board Member of the Board of Trustees of Rockhampton Girls Grammar School

## REPORTING HARM

If a staff member is aware or reasonably suspects harm has been caused to a student who, when the harm was caused or is suspected to have been caused, was under 18 years and the harm has not been reported under any other sections of this policy, the staff member must report the harm to the Principal.

If the Principal is aware or reasonably suspects the harm has been caused, the Principal must report the harm or suspected harm to an authorised officer (eg. child safety officer) in the Department of Communities (or other department administering the Child Protection Act 1999) or to a police officer.

Health professionals must report harm or suspected harm under s.191 of the *Public Health Act 2005*.

## REPORTING SEXUAL ABUSE UNDER EDUCATION (GENERAL PROVISIONS) ACT 2006

*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 s.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 Principal.

If the staff member who becomes aware or reasonably suspects sexual abuse is the 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 the Chairman of the Rockhampton Girls Grammar School Board of Trustees.

A report under this section must include the particulars required by s.68 of the *Education (General Provisions) Regulation 2006* which are currently:-

- (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;

- (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 abuse.

## REPORTING LIKELY SEXUAL ABUSE UNDER EDUCATION (GENERAL PROVISIONS) ACT 2006

Section 366A 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 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 s.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 Principal.

If the staff member who becomes aware or reasonably suspects likely sexual abuse is the 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 the Chairman of the Rockhampton Girls Grammar School Board of Trustees.

A report under this section must include the particulars required by s.68 of the *Education (General Provisions) Regulation 2006* which are currently:-

- (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 abuse the student;
  - (iii) the identity of anyone else who may have information about the suspected likelihood of abuse.

## AWARENESS OF POLICY

Staff will be made aware of this policy during Professional sessions throughout the year.

## FORM FOR REPORTING

Attached to this policy is a form for reporting. Please speak with the Principal while filling in the paperwork.

## POLICY RELEASE DETAILS

Date of Policy	Updated January 2015
Approved by	Board April 2015
Review Date	As required by legislation or changes to the Act or Regulations
Access	Public Availability – RGGS Website