


Policy		
Policy Name		
Child and Vulnerable Adult Protection		
No.1	Version 1.3	
Date 7/12/16	Review being led by Anthony Hockey	
Date 15/3/17		

Purpose

GOSPEL VALUES

The values of love, dignity and justice as demonstrated by Jesus underpin this policy. Jesus especially showed care for the poor, powerless and vulnerable. He particularly loved children in their purity and innocence - ...for it is to such as these that the kingdom of God belongs. (Mark 10:14). All people are called to cherish and safeguard children, young people and vulnerable adults from anyone who would harm them.

- This school is committed to creating and maintaining systems that work to protect the health, safety and psychological well-being of all children and adults at the school.

Scope

- St Paul's Catholic Primary School
- St Paul's Catholic Early Learning Centre
- St Paul's Outside School Hours Care.

Policy Statements

The school will:

- demonstrate that the right to protection from harm for all people is paramount;
- safeguard children, young people and vulnerable adults;
- foster best practice;
- demonstrate accountability through establishing effective structures and practices;
- support school organisations and personnel in safeguarding children and vulnerable adults;
- uphold safe recruitment and selection practices for all school personnel including volunteers because the School is committed to employing people who will keep children and vulnerable adults safe from harm;
- uphold and maintain standards of conduct which set out clear guidelines regarding ethical behaviour as an essential part of reducing the risk of harm for all people;
- operate a safe play, learning and pastoral environments that ensure safety.

This school will ensure that:

- all staff are aware of the education policy on vulnerable children and adults in their educational system (Mandatory Reporting)
- appropriate programs that teach children how to protect themselves against abuse are developed and implemented at the school
- suitable training and information is provided so that staff who may suspect child abuse or domestic violence are aware of and understand the procedures. (such as reporting to principals or directly to local welfare authorities **or the police.**)
- where child abuse or domestic violence is suspected, this is reported to the appropriate government department of community health and family services
- if appropriate, access to counselling services is provided for the child or adult as an adjunct to reporting
- **if appropriate**, Counselling is ~~provided~~ **offered** to staff who have experienced particularly traumatic incidents in relation to child abuse or domestic violence
- a workplace culture is ~~encouraged~~ that gives support to children or adults who have been abused and to staff who report suspected child abuse or domestic violence
- interventions in relation to child abuse or domestic violence problems are monitored and evaluated, and followed up with further action if required.

Supporting Documents and Processes

- National Committee for Professional Standards, Towards Healing. Principles and procedures in responding to complaints of abuse against personnel of the Catholic Church in Australia. January 2010.
- National Committee for Professional Standards, Integrity in Ministry. A document of principles and standards for Catholic Clergy and Religious in Australia. June 2004.
- National Committee for Professional Standards, Integrity in the Service of the Church. A resource document of principles and standards for lay workers in the Catholic Church in Australia. September 2011.
- St Paul's Mandatory Reporting Guidelines
- Catholic Education Northern Territory (CENT) Policy
- CENT Mandatory Reporting Policy
- **Catholic Diocese of Darwin: Safeguarding Children and Vulnerable Adults Policy.**
- Archdiocese of Brisbane: Safeguarding Children and Vulnerable Adults Prevention and Protection Policy and Procedure.

Review Date

2019

Revision Record

Date	Version	Revision Description
20/9/13	1.2	No changes
7/12/16	1.3	<ul style="list-style-type: none"> - Addition of definitions - Additions to scope to include ELC and OSHC - Addition of comment about Online training and orientation - Addition of procedure to notify catholic education office. - Addition of several supporting documents - Addition of Domestic Violence

Guidelines

- There are Mandatory Reporting requirements in the Northern Territory to safeguard the wellbeing and safety of children and to ensure the protection of all persons, including children who experience or are exposed to domestic and/or family violence.
- 1. **all** people are required by law to report if they believe that a child has been or is likely to be harmed or neglected, or has been or is likely to be a victim of a sexual offence. (*The Care and Protection of Children Act NT, Section 26*)
- 2. **all** adults (people over the age of 18) are required by law to report to the Police if they believe either:
 - a) a person has caused, or is likely to cause, harm to someone with whom they are in a domestic or family relationship
 - b) the life or safety of a person is under serious or imminent threat, because domestic or family violence has been, is being or is about to be committed.
- All Staff are to complete the online Mandatory Reporting Course every year.
- Mandatory Reporting included as part of Orientation for all staff.
- The Principal must notify the Catholic Education Office of any notifications using the Report Harm to Student Form (V2)

Definitions

Abuse

Physical Abuse is when a child suffers physical trauma or injury that is not accidental. It doesn't always leave visible marks or injuries. What matters most is the act itself that caused the trauma or injury. Physical abuse can include: hitting, shaking, throwing, burning, biting, poisoning.

Emotional/Psychological Abuse happens when a child's social, emotional or intellectual development is damaged or threatened. It can include constant: rejection, teasing or bullying, yelling, criticism, exposure to domestic or family violence.

Family (or Domestic) Violence happens when one person in a relationship uses violence or abuse to control the other person. It is usually an ongoing pattern of behaviour aimed at controlling a partner through fear. Abuse in this context can include: emotional abuse (criticizing), verbal abuse (yelling shouting swearing), stalking and harassment, financial abuse (withholding money), damaging property to frighten you, social abuse (isolating), spiritual abuse (forcing you into or stopping you from spiritual practice), sexual abuse, depriving you of the necessities of life such as food, shelter medical care)

Neglect is when a child's health and development are affected because their basic needs are not met. These needs include: food, housing, health care, adequate clothing, personal hygiene, hygienic living conditions, medical treatment, adequate supervision.

Cultural Abuse is that abuse received primarily because of a person's cultural background. It can be an outcome of discrimination and harassment and can take different forms including emotional, psychological or social abuse.

Sexual Abuse is sexual assault, sexual harassment or any other conduct of a sexual nature that is inconsistent with the integrity of the relationship between school personnel and those who are in their pastoral care.

Sexual abuse includes sexual behaviour involving the person and another person in the following circumstances:

- The other person bribes, coerces, exploits, threatens or is violent toward the relevant person;
- The relevant person has less power than the other person;
- There is a significant disparity between the relevant person and the other person in intellectual capacity or maturity.

Sexual abuse can be physical, verbal or emotional and can include: having any kind of sexual contact with a child, rape, incest, having sexual relations with a child under 16 years, talking in a sexually explicit way that is not suitable for a child's age,

- Sending obscene mobile messages or emails to a child, persistently intruding on a child's privacy, showing pornographic material to a child or forcing them to watch a sexual act, child prostitution.

Child in need of protection a child, who has suffered significant harm, is suffering significant harm or is at unacceptable risk of suffering significant harm; and does not have a parent able and willing to protect the child from harm. This may include detrimental effects on the

child's body or the psychological or emotional state that are evident or are considered to be likely to become evident in the future.

Harm Harm is any detrimental effect of a significant nature on the person's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation. It may be caused by a single act, omission or circumstance; or a series or combination of acts, omissions or circumstances.

Self-harm Deliberate and voluntary physical self-injury (that is not life-threatening and is without any conscious suicidal intent) in an attempt to cope with strong feelings such as anger, despair or self-hatred.

Vulnerable Adults ~~Those aged 18 or over, who may be in need of community services due to age, illness or a mental or physical disability; or who may be unable to take care of him/herself or protect him/herself against significant harm or exploitation.~~

is any person who has recently suffered bereavement, marriage breakdown or other such adversity that puts them in particular need of pastoral support, or a person with an intellectual or physical disability, mental illness or other impairment that makes it difficult for that person to protect themselves from abuse or exploitation.