

## Child Protection Policy

The John Berne School has developed the following Child Protection Policy as an overarching statement that provides key elements of our approach to the protection of children and young people from abuse and sets the tone for the School's entire Child Protection Program.

This policy is designed to be The John Berne School's public statement of commitment to the protection of children from abuse, neglect and grooming, and a demonstration of the School's leaders' commitment to champion child safety in all School environments.

The School's Child Protection Policy fulfils the requirements of the MSA Standards and has been approved and endorsed by the MSA Regional Director and the MSA Association Council in its capacity as the School's governing body.

The policy is reviewed at least annually, in light of experience, the effectiveness of procedures and the publication of relevant research.

The policy is published on our public website as well as communicated through other mediums such as newsletters, our annual report and in induction and welcome packs for staff members, Direct Contact Volunteers and Direct Contact Contractors.

A PDF version of The John Berne School's Child Protection Policy is available [here](#).

### The John Berne School's Child Protection Policy

#### Objectives

This policy provides the framework for:

- the development of work systems, practices, policies and procedures that promote child protection, safety and wellbeing within the School
- the creation of a safe and supportive School environment and a positive and robust child protection culture
- the promotion and open discussion of child protection issues within the School
- complying with all laws, regulations and standards relevant to child protection in NSW.

#### Statement of Commitment

The John Berne School is committed to providing education and care to children and young people to assist them to develop into high-achieving, supported students, positively connected to each other and to the communities in which they live and which they will serve.

The School is committed to ensuring the safety, welfare and wellbeing of all children and young people at the School and is dedicated to protecting them from abuse and harm.

At The John Berne School, we have a zero tolerance for child abuse. The School regards its child protection responsibilities with the utmost importance, as such is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and to maintain safe and supportive School physical and online environments for all children and young people.

#### Child Safe Values and Principles

The following child safe principles guide the School commitment to child safety and form the basis for all child protection policies and procedures at the School.

1. All children and young people have the right to be safe.
2. The welfare and best interests of children and young people are paramount.
3. The views and the privacy of the children and young people must be respected.
4. Clear expectations for appropriate behaviour with children and young people are established in our Child Protection Code of Conduct and Staff and Student Professional Boundaries policy.
5. The safety of children and young people is dependent upon the existence of a child safe culture.
6. Child safety awareness is promoted and openly discussed within our School community.
7. Procedures are in place to screen all staff, Volunteers, Third Party Contractors and External Education Providers who have direct contact with children and young people.
8. Child safety and protection is everyone's responsibility.
9. Child protection training is mandatory for all staff members, Direct Contact Volunteers\* and Direct Contact Contractors\*\*.
10. Procedures for responding to alleged or suspected incidents of child abuse and harm are simple and accessible for all members of the School community, and all are welcome and encouraged to use them.
11. Procedures are in place to ensure all School premises are designed to ensure the safety of children.

*\*Direct Contact Volunteers are those volunteers who are involved in providing support, guidance and supervision directly to students and could potentially have direct unsupervised contact with students during the normal course of providing the volunteer service.*

*Examples of Direct Contact Volunteer activities may include volunteers involved in School camps and excursions, coaching sporting teams or assisting in learning activities.*

*\*\*Direct Contact Contractors are third party contractors who have direct unsupervised contact with students during the normal course of their work or contractors who may be in a position to establish a relationship of trust with a student notwithstanding that unsupervised access to students would be rare (for example full-time maintenance personnel). This also includes any contractors whom a school is legally required to screen.*

*Examples of Direct Contact Contractor activities may include tutors, sports coaches and casual teachers.*

#### Child Protection Officers

As part of our commitment to child safety and protection, The John Berne School has appointed a number of **Child Protection Officers** as honest, mature, ethical and experienced members of the School community who can deal with sensitive issues relating to child protection and safety.

Our Child Protection Officers are available to answer any questions that you may have with respect to our Child Protection Policy and the Child Protection Program.

### **Responsibilities**

The School acknowledges that child protection is everyone's responsibility.

At The John Berne School all staff members, Volunteers, Third Party Contractors and External Education Providers have a shared responsibility for contributing to the safety and protection of children and young people. Specific responsibilities for each group of the School community are further explained in the **Who is Responsible for Child Protection** section of our Child Protection Program.

### **Reporting Child Protection Concerns**

Our Child Protection Program provides detailed guidance for all members of the School community as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our School's nominated Child Protection Officers. It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant external authorities.

Staff, Third Party Contractors, External Education Providers, Volunteers, students, parents/carers and other community members who have concerns that a child or young person may be subject to abuse, neglect or grooming are asked to contact the School's Senior Child Protection Officers, **James Le Huray and Chris Langridge**, by phoning **02 9560 9260** or emailing **office@johnberneschool.org**.

Communications will be treated confidentially on a 'need to know basis'.

**Whenever there are concerns that a child is in immediate danger the Police should be called on 000.**

### **Related Policies and Procedures**

- **Risk Management Program**
- **Compliance Program**
- **Human Resources Program**
- **Student Duty of Care Program**
- **Work Health & Safety Program**
- **Child Protection Training**
- **Recruitment and Selection Procedures**
- **Induction Procedures**

### **Program Compliance and Review**

The John Berne School is committed to the continuous improvement of our Child Protection Program and to ensuring the School's compliance with NSW child protection law and regulation.

The Program is regularly reviewed for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards. For more information, refer to the **Continuous Review and Improvement** section of our Child Protection Program.