



CATHOLIC EDUCATION  
WESTERN AUSTRALIA



# Child safety in Catholic schools induction



HOLY ROSARY SCHOOL DERBY



# Overview



As a new staff member or regular volunteer at our school, the following presentation will introduce the following:

## **Our Code of Conduct**

- Why do we have a Code of Conduct?
- How do I report behaviour that is not permitted by the Code?
- What do I do if I am unsure if a particular behaviour is not permitted by the Code?
- How does the Code of Conduct assist us to prevent and detect possible grooming?

## **Our School**

- Our Policies & Procedures
- Who do I contact if I am unsure of what to do?

## **Mandatory Reporting**

- What is it?
- What are your obligations?





# Code of Conduct



# Code of Conduct



Your school's Code of Conduct aims to unite staff, students, parents, volunteers, visitors and other members of your school community in defining, modelling and promoting the safety and wellbeing of students – wherever they are. **Extended Guardianship**

Your school's Code of Conduct is designed to create a school environment that eliminates opportunities for students to be abused that is a model for students and the wider community. **Situational Prevention**

Your school's Code of Conduct will define behaviours that reflect healthy, respectful relationships between students and adults that are modelled by staff, copied by parents, and sought after by students in all their relationships. **Healthy and Respectful Relationships**



# Code of Conduct



The School's Code of Conduct is available on the school website at this link :

<https://hrsderby.wa.edu.au/holy-rosary-code-of-conduct/>

The Code aims to provide a clear boundary that allows you clarity and certainty about what is expected of you and others, and therefore gives you the confidence to focus on doing your job. Identifying various types of child abuse and grooming can test the average school staff member's expertise. Therefore, we rely on statutes and policies that define professional behaviours that staff can follow and school leaders can enforce.

**Each member of the school community must notify the Principal of any breach of the Code between another member and the school, or school policies and agreements.**



# Code of Conduct



The role of the 'bystander' in keeping students safe is fundamental and each member of the school community must be clear that they do not have a discretion as to whether to notify of any breaches (Extended Guardianship).

You are not alleging harm to a student or pre-judging what you have observed. You are simply notifying a breach of a rule based on observed behaviour and leaving it to the Principal or other decision maker to inquire into the context and make a decision.

In cases where you are not sure if a breach has occurred, you must consult your Principal. This ensures that any behaviour that might constitute grooming is brought to their attention.

If the Principal is the person concerned, you may contact The Employment Relations Team at the Catholic Education Office.



# Code of Conduct – Conduct Statements



1. You act safely and competently.
2. You give priority to students' safety and well-being in all your behaviour and decision making.
3. You act in accordance with the values of the Gospel as defined in the Code of Ethical Conduct.
4. You conduct yourself in accordance with laws, agreements, policies and standards relevant to your relationship with the school community.
5. You respect the dignity, culture, values and beliefs of each member of the school community.
6. You treat personal information about members of the school community as private and confidential.
7. You give impartial, honest and accurate information about the education, safety and well-being of students.
8. You support all members of the school community in making informed decisions about students.
9. You promote and preserve the trust and privilege inherent in your relationship with all members of the school community.
10. You maintain and build on the community's trust and confidence in Catholic schools and the Church.
11. You act reflectively and ethically.
12. You allow students to have a voice in their education, safety and well-being.





# Policies and Procedures





# Our School Policies



Our policies and procedures include:

- CECWA Child Safe Policy and Child Safe Procedures
- Bullying and Harassment Policy
- Code of Conduct
- Unsatisfactory Performance or Misconduct Policy
- Behaviour Management Policy

These policies can be accessed on our school website, and you will also be provided with a copy during your induction.



# Contact people



If you are unsure about a policy or procedure, or need further assistance:

**Please contact Yvette Clifton or Jocelyn O'Connor at the school.**

**CEWA Employment Relations Team:**

(08) 6380 5231

[Employment.Relations@cewa.edu.au](mailto:Employment.Relations@cewa.edu.au)





# Child Protection Policy & Procedures



# Principles of CECWA's Child Protection Policy



CECWA is committed to the care, safety and protection of all children. The Child Protection Policy and Child Protection Procedures documents provide a framework for how to deal with child abuse and neglect. The policy is based on these principles:

1. All staff in Catholic schools in Western Australia have a responsibility to care for children and to promote their safety and wellbeing. This should be done in partnership with their parents, guardians and caregivers.
2. All children have the right to a thorough and systematic education in all aspects of personal safety.
3. In all allegations of child abuse, the dignity of the person should be maintained and respected.
4. In all allegations of child abuse, the confidentiality of those concerned should be respected, subject to disclosures required by law and by the Child Protection Procedures.
5. Principals must ensure all staff are aware of and comply with child protection legislation and policies.





# Mandatory Reporting



# Mandatory Reporting



It is a legal obligation for certain professional groups to report child sexual abuse to Department for Communities – Child Protection and Family Support.

According to the legislation: A child is a person *'under 18 years of age, and in the absence of positive evidence of age, means a person apparently under 18 years of age'*.

In Western Australia, the following professional groups must, by law, make a report to the Department of Communities – Child Protection and Family Support through the Mandatory Reporting Service if in the course of their work (paid or unpaid) they form a belief based on reasonable grounds, that a child has been the subject of, or is the subject of sexual abuse.

**Teachers, Nurses, Midwives, Doctors, Police Officers, Boarding House Supervisors**



# Mandatory Reporting



When should you make a mandatory report?

- Mandatory reporters must report as soon as practicable after forming a belief that a child is being or has been the subject of sexual abuse.
- As soon as practicable means within 24 hours.
- If you are a mandatory reporter, you do not need to prove that a child is being abused. You only need a belief based on reasonable grounds.
- You must also inform your principal, directly or through your line manager. This is a requirement of CECWA's Child Protection Policy.
- Your principal may involve support staff psychologists, social workers, counsellors, or CEWA-based staff such as the Child Safe Team, Psychology Team, Employment Relations Team, etc.



# Mandatory Reporting



## What if I am not a mandatory reporter?

- If you are not a mandatory reporter and have concerns that a child may have been subjected to sexual abuse or any other form of abuse and neglect, you must report those concerns to your principal, directly or through your line manager, within 24 hours. This is a requirement of CECWA's Child Protection Policy.
- Your principal may involve support staff psychologists, social workers, counsellors, or CEWA-based staff such as the Child Safe Team, Psychology Team, Employment and Community Relations Team, and so on.
- If the information needs to be reported to Department for Communities, Child Protection and Family Support then the Principal can facilitate this.

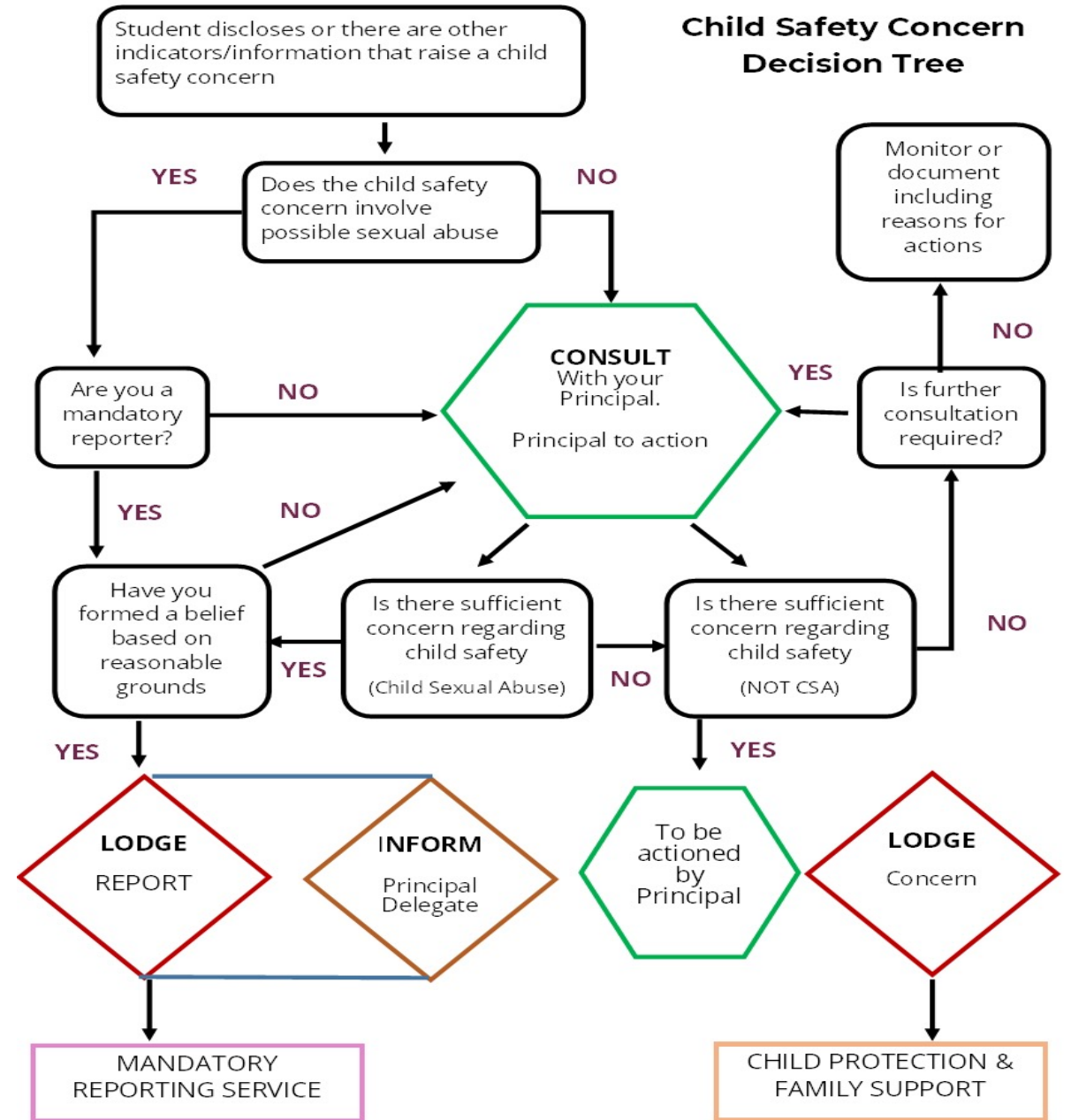




When forming a reasonable belief that child sexual abuse has or is occurring the following three factors must be present:

1. Is the person involved a child (i.e. under 18yrs)
2. Has sexual behaviour occurred?
3. Is the child subject to bribery, coercion, threats, violence or exploitation **OR** does the child have less power than the other person involved in the behaviour **OR** is there significant disparity in the developmental function or maturity of the child than the other person involved?

In urgent cases, a **verbal report** should be provided to the Mandatory Reporting Service first, then followed up with a **written report within one (1) working day.**



# More information



For more information regarding how CEWA is creating safe supportive and engaging environments where our students can thrive visit the website

<https://chilsafeframework.cewa.edu.au/introduction/where-do-i-start/>

