



**Bibra Lake & Parkerville Campus**

# **Child Protection Policy V9.0**

# **website**

CHILD PROTECTION POLICY	
Date first approved:	9 December 2016
Date of effect/ approved by Council	9 December 2016, February 2022
Date last amended:	February 2022
Date of next review:	Annual evaluation and review before induction January 2023 (or when required by legislation)
Compliance interactions:	Department of Education requirement for Child Protection Policy
Delegated Policy Owner (Custodian)	School Administrator
Procedures and forms:	Flowcharts at Appendix 1 and Appendix 2 Department of Communities Mandatory Reporting Service Forms
Supporting documents:	Bullying Prevention Duty of Care Induction materials for new staff Mandatory reporting flowchart Protective Behaviour Curriculum PWS Code of Conducts PWS Staff Handbook
PWS Website:	Yes
Links:	Australian Human Rights Commission Child Safe Organisation Tools and Resources Child Safe Organisation Self-Assessment Tool Childsafe online training <a href="https://chilsafe.kineoportel.com.au/">https://chilsafe.kineoportel.com.au/</a> AISWA policy website <a href="https://aifs.gov.au/cfca/publications/what-child-abuse-and-neglect">https://aifs.gov.au/cfca/publications/what-child-abuse-and-neglect</a> <a href="https://www.dcp.wa.gov.au/ChildProtection/.../IdentifyingAndRespondingToChildAb...">https://www.dcp.wa.gov.au/ChildProtection/.../IdentifyingAndRespondingToChildAb...</a> <a href="https://mandatoryreporting.dcp.wa.gov.au/Pages/Home.aspx">https://mandatoryreporting.dcp.wa.gov.au/Pages/Home.aspx</a>
Legislation:	Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2008 Children and Community Services Act 2004 Working With Children (Criminal Record Checking) Act 2004 Criminal Code Act (1913) Criminal Code Amendment (Cyber Predators) Act 2006 (changes to s204B of the Criminal Code Act)
Circulation:	Faculty Co-ordinators Summary to Parents via newsletters and website All staff (induction, handbook)
Feedback:	<a href="mailto:pws@pws.wa.edu.au">pws@pws.wa.edu.au</a>
Review/stakeholders:	Compliance Coordinator

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## 1. DEFINITIONS

**“The Act”** - Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2004 Amendment 2008 & 2016.

**“Carer”** - Any adult person, not being a parent, who is responsible for the child (The Act, Division 2, Section 16(II)).

**“Child”** - A person under, or apparently under, 18 years of age. The School also has duty of care for its students over 18. In these instances, police should be informed of any assault or crime against the young person.

**“Cyber-Predator”** - Grooming is how online predators manipulate children into meeting in real life with their sole goal of having sex with them.

**“The Department”** - The Government of Western Australia Department of Communities, Child Protection and Family Support is the government department with the statutory authority to investigate child protection concerns in Western Australia.

**“Emotional abuse”** - is a sustained, repetitive, inappropriate, ill treatment of a child or young person through behaviours including threatening, belittling, teasing, humiliating, bullying, confusing, ignoring and inappropriate encouragement. Children who have been emotionally abused are likely to have a reduced capacity to experience a range of emotions, to express emotion appropriately and to modulate their emotional experience. Children who have been emotionally abused are likely to be fearful, withdrawn and/or resentful, distressed and despairing. Included under emotional abuse is psychological abuse. This abuse damages a child’s intellectual faculties and processes, including intelligence, memory, recognition, perception, attention, imagination and moral development. Children are likely to feel worthless, flawed, unloved, unwanted, endangered or only of value in meeting another’s need.

**“Emotional or Psychological abuse indicators** – some possible indicators might be:

- the parent or carer constantly criticises, threatens, belittles, insults, or rejects the child or young person with no evidence of love, support, or guidance;
- the child or young person exhibits extremes in behaviour from overly aggressive to overly passive;
- delayed physical, emotional, or intellectual development;
- compulsive lying and stealing;
- high levels of anxiety;
- lack of trust in people;
- feelings of worthlessness about life and themselves;
- eating hungrily or hardly at all;
- uncharacteristic seeking of attention or affection;
- reluctance to go home;
- rocking, sucking thumbs or self harming behaviour;
- fearfulness when approached by a person known to them.

**“Employee/worker”** - contractor, volunteer or staff of the school whether employed or visiting on a permanent, temporary or casual basis.

**“Grooming”** - Occurs when communication or conduct is linked to the intention of facilitating the involvement of a child in sexual behaviour with an adult. It can include, but is not limited to, developing special relationships with a child; favouring or giving gifts to a child or young person; inappropriate interactions with children either in person

or via forms of media and electronic devices; asking a child or young person to keep a secret of any aspect of their relationship; and testing of, or ignoring, professional boundaries or rules.

**“Neglect”** - is the failure of a parent/caregiver to provide a child with the basic necessities of life. These include adequate supervision, adequate food or shelter, suitable clothing, effective medical, therapeutic or remedial care and emotional security. Neglect can be acute, chronic or episodic, and can result in detrimental effects on the child or young person’s social, psychological, educational or physical development and/or physical injury. Neglect should be considered in the context of physical, emotional or psychological abuse.

**Neglect indicators** – some possible indicators might be:

- signs of malnutrition, begging, stealing or hoarding food;
- poor hygiene: matted hair, dirty skin or severe body odour;
- unattended physical or medical problems;
- the child or young person states that no one is home to provide care (inadequate supervision, failure to ensure safety);
- child or young person appears constantly tired;
- frequent lateness to school or absence from school;
- inappropriate clothing, especially inadequate clothing in winter;
- alcohol and/or drug abuse present in the household;
- frequent illness, low grade infections or sores;
- Hunger.

**“Physical abuse”** - occurs when a child has experienced severe and/or persistent ill-treatment. It can include, but is not limited to injuries such as cuts, bruises, burns and fractures caused by a range of acts including beating, shaking, illicit administration of alcohol and other drugs, attempted suffocation, excessive discipline, physical punishment or other forms.

**“Physical abuse indicators”** – some possible indicators might be:

- broken bones or unexplained bruises, burns, or welts in various stages of healing;
- the child or young person is unable to explain an injury, or explanations given are inconsistent, vague or bizarre;
- direct admissions from the parents that they are concerned that they might harm their child;
- a history of family violence;
- marked delay between injury and obtaining medical assistance;
- a parent who shows little concern about the welfare of their child or the treatment and care of the injury;
- repeated presentations of the child to health services with injuries, ingestions or minor complaints (this could also be an indicator of Factitious Disorder by proxy, a rare expression of physical and emotional abuse);
- the child or young person is unusually frightened of a parent or carer, or is afraid to go home;
- the child or young person reports intentional injury by their parent or carer;
- arms and legs are kept covered by inappropriate clothing in warm conditions;

- ingestion of poisonous substances including alcohol or drugs;
- the avoidance of physical contact by the child (particularly with a parent or carer).

**“Sexual abuse”** - ‘Sexual abuse’ in relation to a child, includes sexual behaviour in circumstances where:

- a) The child is the subject of bribery, coercion, a threat, exploitation or violence; or
- b) The child has less power than another person involved in the behaviour; or
- c) There is a significant disparity in the developmental function or maturity of the child and another person involved in the behaviour.
- d) Being touched or involved in sexual activities not appropriate to the child’s age and development - sexual penetration, inappropriate touching, seeing sexual acts or pornographic materials.

It is not the intention of this definition to capture consensual sexual activity between teenage couples.

**“Sexual abuse indicators”** - Some possible indicators might include when a child:

- sexualised behaviours inappropriate to their age (including sexually touching other children and themselves);
- knowledge of sexual behaviour inappropriate to their years;
- disclosure of abuse either directly or indirectly through drawings, play or writing that describes abuse;
- pain or bleeding in the anal or genital area with redness or swelling;
- fear of being alone with a particular person;
- a child or young person implying that he/she is required to keep secrets;
- the presence of sexually transmitted disease;
- sudden unexplained fears;
- enuresis and/or encopresis (bed-wetting and bed soiling).

**“Teacher”** - A person who is registered under the Teacher Registration Act 2012; or provides instruction in a course mentioned in the School Education Act 1999 section 11B; or who instructs or supervises a student who is participating in an activity that is part of an educational programme of a school under an arrangement mentioned in the School Education Act 1999 section 24(1).

In this PWS policy, the term **Teacher** includes any person nominated at s124A of the Act - doctor, nurse, midwife, police officer, and boarding supervisor.

**“Other forms of Abuse/Maltreatment”** - Child maltreatment refers to any non-accidental behaviour by adults or children that is outside the norms of conduct and entails a substantial risk of harm to a child or young person. The behaviours may be intentional or unintentional and include physical, emotional or psychological abuse and/or neglect. Grooming and cyber preying behaviour can constitute abuse.

**“WWCC”** - Working with Children Check

**“MRS”** - Mandatory Reporting Service **Doctor, nurse, midwife, teacher, police officer or boarding supervisor** can lodge a verbal mandatory report by telephone **1800 708 704**. However, by law, a written report must also be lodged see <http://mandatoryreporting.dcp.wa.gov.au/Pages/MakeaReport.aspx>.

## **2. POLICY STATEMENT**

All children have the right to be protected from harm. The Perth Waldorf School recognises and is committed to its duty of care and obligation to ensure that children under the care and supervision of the School are safe and protected from harm. The School Administrator, all teaching and non-teaching staff, volunteers and everyone employed by the Perth Waldorf School have a responsibility for the care, safety and protection of all students and for reporting information about child abuse.

Perth Waldorf School explicitly forbids the use of any form of child abuse, corporal punishment or other degrading punishment.'

## **3. SCOPE**

The Child Protection Policy applies to all contractors, volunteers and employees of the school whether employed or visiting on a permanent, temporary or casual basis. Parents of the school community will be informed of the content of the child protection policy and procedures.

## **4. PURPOSE**

The Department of Education and the WA State Government requires all Schools to have a Child Protection Policy and to support the requirements of the Act for mandatory reporting by teachers and schools of child sexual abuse. The purpose of the policy is to:

- promote a culture of child safety and prevent child abuse within the School;
- ensure that all parties are aware of their responsibilities for preventing and reporting child abuse;
- detail the timely action that should be taken when an employee suspects or has concerns regarding the possible sexual, (flowchart Appendix A) physical, psychological and emotional abuse, neglect or grooming of a child (flowchart Appendix B).

## **5. PRINCIPLES**

All children have the right to protection from abuse and to feel safe and be safe at school.

The best interests of the child are paramount. Child protection is a shared responsibility. Students may disclose abuse to a teacher, or other employees and expect to be believed, understood and supported.

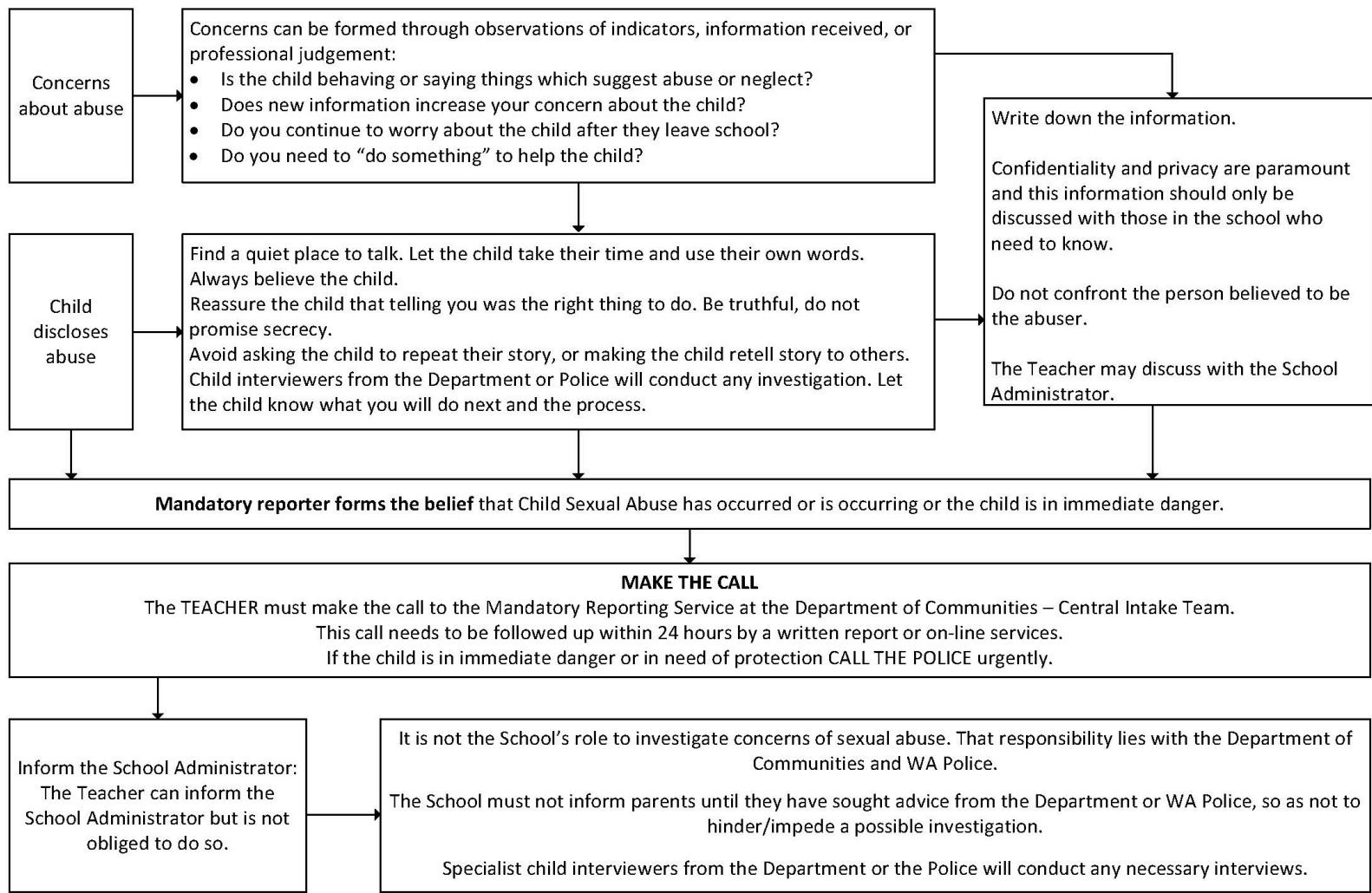
Students should not have to, or be expected to, disclose abuse to multiple parties.

The School is committed to providing:

- support for children and teachers in the mandatory reporting of child sexual abuse;
- accessible procedures for the reporting of other forms of child abuse;
- regular staff professional development and capacity building in the identification and reporting of child abuse;
- cultural safety for children from culturally and/or linguistically diverse backgrounds;
- a safe environment for students living with disability;
- procedures which address safety and other relevant issues facing children; and
- the promotion of safety, health and wellbeing of children and young people.

### Child Sexual Abuse (CSA) Mandatory Reporters

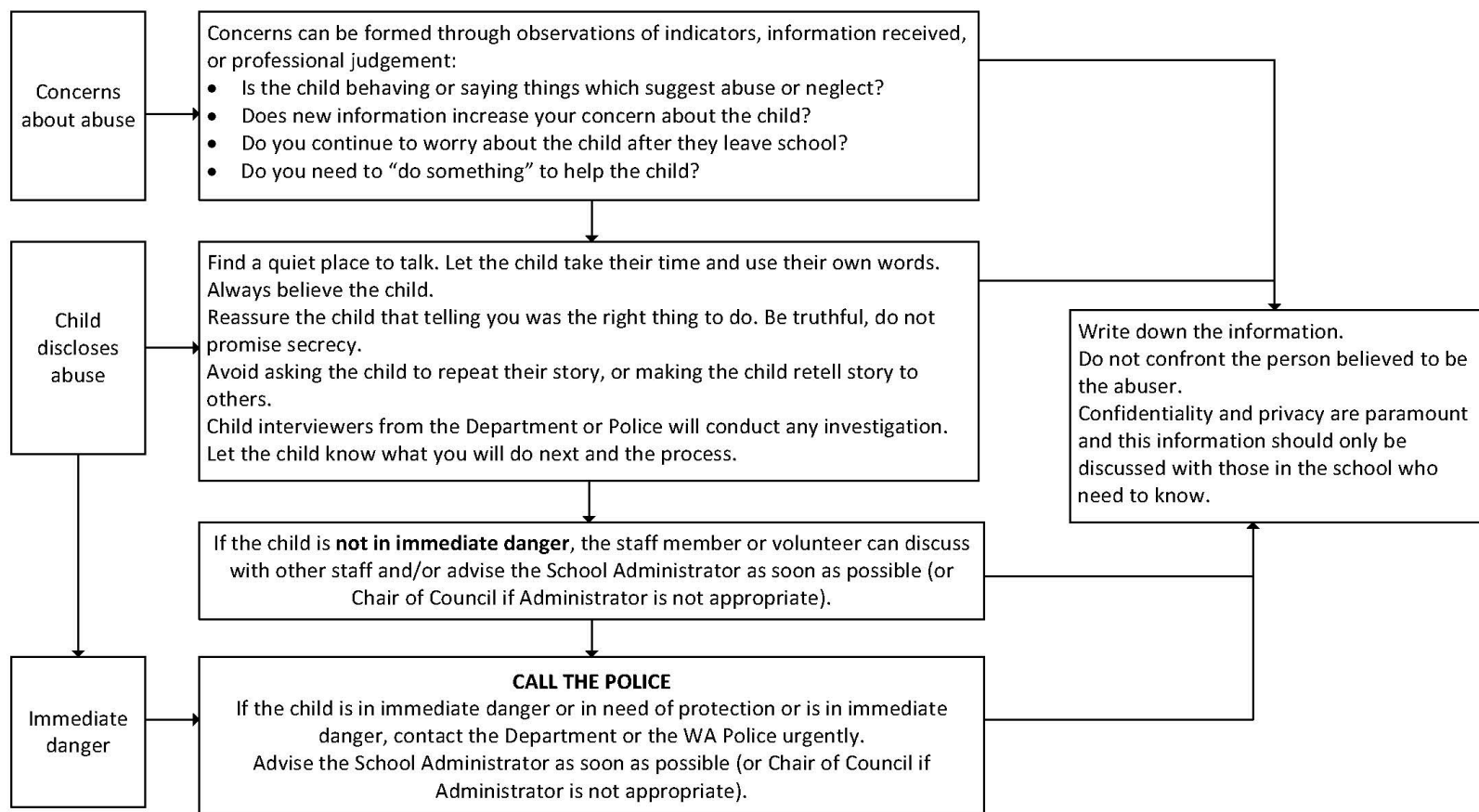
Appendix A





Appendix B

**Child Sexual Abuse Non Mandatory Reporters and Child Abuse or Maltreatment Flowchart for All Staff and Volunteers**



It is not the School's role to investigate concerns of sexual abuse. That responsibility lies with the Department of Communities and WA Police. The School must not inform parents until they have sought advice from the Department or WA Police, so as not to hinder/impede a possible investigation. Specialist child interviewers from the Department or the Police will conduct any necessary interviews.

## Helpful Information

If you are a doctor, nurse, midwife, teacher, police officer or boarding supervisor you can lodge a verbal mandatory report by calling the Department of Communities - Child Protection and Family Support's Mandatory Reporting Service on free call 1800 708 704. Available 24 hours a day, seven days a week.

However, by law, you must also lodge a written report. Please provide as much information as possible, because this will assist with the assessment of the child's safety.

You can lodge a written mandatory report here using the Department's secure Mandatory Reporting Web System (MRWeb).

<https://mandatoryreportingweb.communities.wa.gov.au/>

Alternatively, you can complete the *Mandatory Report Form*, which is available in PDF format. <http://mandatoryreporting.dcp.wa.gov.au/Pages/MakeaReport.aspx>

Print the form for completion, and send it to the Mandatory Reporting Service via fax or post.

Fax: 9223 1190

Email: [mrs@dcp.wa.gov.au](mailto:mrs@dcp.wa.gov.au)

Post: PO Box 8146

PERTH BC WA 6849

If the matter is urgent or the safety, health or welfare of a child is at risk then the emergency 000 number must be called.

Anyone who is concerned that a child is suffering any form of abuse or neglect within the Metro area should report their concerns to the Department through the Central Intake Team on 1800 273 889 or email [CPDUTY@cpfs.wa.gov.au](mailto:CPDUTY@cpfs.wa.gov.au).

Anyone who is concerned that a child is suffering any form of abuse or neglect within the Country area should report their concerns to the Department through a local District Office.

For child protection enquiries not related to mandatory reporting of child sexual abuse, please contact your local Child Protection and Family Support District Office.

If you are a child or adult who has been the victim of child abuse or paedophilia, or if you have information about someone else being abused, you should contact police on 131 444.

You can also report child abuse by calling Crime Stoppers on 1800 333 000 or to your local police station who will advise the Child Abuse Squad.

The Department of Communities has upgraded the Mandatory Reporting Information System for use from 12:00pm on Saturday 25th July 2020.

There will be detailed user guides embedded into the system to assist and guide in the use of the system when making the Mandatory Report.

The new system can be accessed through

<http://mandatoryreporting.dcp.wa.gov.au/Pages/Home.aspx>