

CHILD PROTECTION

Policy

Purpose:	The purpose of this policy is to promote the care, safety and wellbeing of young people. The policy provides written processes about how ThinkAgain will respond to harm, or allegations of harm, to people under 18 years old, and the appropriate conduct of the company's staff, to comply with accreditation requirements.	
Scope:	This policy covers students that engage with ThinkAgain, agents and employees, including volunteers.	
Status:	Active	Supersedes: 23/02/2020
Authorised by:	Board Chairperson	Date of Authorisation: 14/02/2021
References:	<ul style="list-style-type: none"> • Child Protection Act 1999 (Qld) • Working with Children (Risk Management and Screening) Act 2000 (Qld) • ThinkAgain Child Risk Management Strategy • ThinkAgain Complaints Handling Policy • ThinkAgain Complaints Handling Procedures 	
Review:	Annually	Next Review Date: 2022
Policy Owner:	CEO	

DEFINITIONS

Section 9 of the Child Protection Act 1999 - “Harm”, to a child, is any detrimental effect of a significant nature on the child’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.
3. Harm can be caused by:
 - a. a single act, omission or circumstance
 - b. a series or combination of acts, omissions or circumstances.

Section 10 of the Child Protection Act 1999 - A “child in need of protection” is a child who:

- a) has suffered significant harm, is suffering significant harm, or is at unacceptable risk of suffering significant harm; and
- b) does not have a parent able and willing to protect the child from the harm.

Section 364 of the Education (General Provisions) Act 2006 - “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.

RESPONDING TO REPORTS OF HARM

When, on school grounds, an employee of ThinkAgain receives any information alleging ‘harm’ to a student, they must submit a report to the CEO. Where the CEO is the subject of the report, the report should be submitted to the Chair of the Board. If the report of harm (other than harm arising from physical or sexual abuse) is disclosed outside of school grounds, then ThinkAgain will deal with the situation compassionately and fairly so as to minimise any likely harm to the extent it reasonably can. This is set out in the ThinkAgain Child Risk Management Strategy. Information relating to physical or sexual abuse is handled under obligations to report set out in this policy.

CODE OF CONDUCT

All employees of ThinkAgain must ensure that their behaviour towards and relationships with students reflect proper standards of care for students. Employees and volunteers must not cause harm to students.

REPORTING INAPPROPRIATE BEHAVIOUR

Reporting Inappropriate Behaviour of Students

If an employee of ThinkAgain considers the behaviour of a student to be inappropriate, they will report the behaviour to the relevant school Principal.

Reporting Inappropriate Behaviour of ThinkAgain Staff or Volunteers

If a student, parent or school staff member believes that the behaviour of a ThinkAgain employee is inappropriate, it will be reported to the relevant school principal. The school will then act as a mediator between the complainant and ThinkAgain.

REPORTING SEXUAL ABUSE OR LIKELY SEXUAL ABUSE

If an employee of ThinkAgain becomes aware, or reasonably suspects, in the course of their employment at ThinkAgain, that any child or young person has been sexually abused by another person they shall submit a written report to the CEO. Where the CEO is the subject of the report, the report should be submitted to the Chair of the board.

Having received a report of sexual abuse or likely sexual abuse, the CEO (or Chair) must immediately submit the report to the Police and the relevant school principal, as well as submitting an unidentifiable summary to the Board.

A report under this section must include the following particulars:

- 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 by another person;
- 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 sexually abused, or is suspected to have sexually abused, the student;
 - iii. the identity of anyone else who may have information about the sexual abuse or suspected sexual abuse

AWARENESS

ThinkAgain will inform its agents and employees and associated schools of its processes relating to the health, safety and conduct of employees and it will publish these processes on its website.

TRAINING

ThinkAgain will train its agents and employees in processes relating to health, safety and personal conduct on their induction and will refresh training annually. Also, as part of the review process relating to any complaints that may arise, agents, employees and volunteers will be trained as required.

ACCESSIBILITY

Processes relating to the health, safety and conduct of employees and volunteers are accessible on the ThinkAgain website and will be available on request from the administration.

COMPLIANCE & MONITORING

ThinkAgain is committed to the annual review of this policy. ThinkAgain will also record, monitor and report to the Board and Executive Team regarding any breaches of the policy.