



IMMACULATE HEART COLLEGE

Through Mary to Jesus: "The Way, the Truth and the Life"

John 14:6

Adherence to National Principles for Child Safety Policy

Policy: Adherence to National Principles for Child Safety

Originally Released: 2020

Date for Review: November 2024

Document # HSW01 Version 3.0



Adherence to National Principles for Child Safety

1. Rationale

This policy aims to identify the Principles for Child Safety and to indicate Immaculate Heart College's commitment to being a child safe organisation through the preventions, identification and reporting of child abuse and neglect. This includes the provision of support for children who have been abused, or are affected by abuse and neglect.

This policy will assist staff to clearly understand that the College will ALWAYS take steps to prevent abuse.

2. Policy Statement

The College is a Christ-centered and child-focused place of learning. Children and young people reach their God-given potential through developing and flourishing in a safe environment. No child or young person can learn and flourish if he or she feels unsafe. Child safety is a key priority at the College, therefore every member of this College is encouraged and supported to make good decisions that always keep the best interests of the child or young person first.

This policy explicitly forbids the use of any form of child abuse, corporal punishment or other degrading punishment. In this regard, the College has adopted The National Principles for Child Safety, developed by the National Children's Commissioner. The Principles reflect ten child safe standards recommended by the Royal Commission (2019), with a broad scope that goes beyond sexual abuse to cover other forms of potential harm. The National Principles outline at a high-level elements that are fundamental to making an organisation safe for children.

3. Definitions

Child Abuse refers to the long term and/or short term maltreatment of a person under the age of 18 years of age. It is the result of action or inaction which results in harm or injury to a child. Child abuse may be categorised as follows:

- physical abuse
- sexual abuse
- emotional abuse and/or psychological abuse
- neglect



Child Protection refers to prevention and response to abuse against children. This includes the policies, preventative measures and procedures to protect children from both intentional and unintentional harm.

4. Scope

This policy statement applies to all staff employed by Immaculate Heart College.

5. Responsibilities

All employees are expected to implement this policy.

The **Principal** (or delegate), **Deputy Principal** and **line managers** are responsible for compliance monitoring.

6. Principles

In the best interests of the child, the child protection strategies and procedures to be followed are based on the following ten principles:

- a) Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- b) Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- c) Families and communities are informed and involved in promoting child safety and wellbeing.
- d) Equity is upheld and diverse needs respected in policy and practice.
- e) People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- f) Processes to respond to complaints and concerns are child focused.
- g) Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- h) Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- i) Implementation of the national child safe principles is regularly reviewed and improved.



- j) Policies and procedures document how the organisation is safe for children and young people.

7. Supporting information

- Australian Psychological Society Code of Ethics 2007
- Children and Community Services Act 2004 (WA)
- Corruption and Crime Commission Act 2003 (WA)
- Criminal Code (Acts Amendment: Sexual Offences' Act 1992) (WA)
- Criminal Code Act 1995 (Commonwealth)
- Disability Discrimination Act 1992 (Cth)
- Disability Discrimination Act: Standards for Education 2004 (Cth)
- Equal Opportunity Act 1984 (WA)
- Public Interest Disclosure Act 2003 (WA)
- Restraining Orders Act 1997 (WA)
- Restraining Orders and Related Legislation Amendment (Family Violence) Act 2016)
- School Education Act 1999 (WA)
- School Education Regulations 2000 (WA)
- Sex Discrimination Act 1984 (Cth)
- State Records Act 2000 (WA)
- Working With Children (Criminal Record Checking) Act 2004 (WA)
- Working with Children (Criminal Record Checking) Regulations 2005 (WA)
- Teacher Registration Act 2012 (WA)

8. Related Documents

Type	Document	Doc #
Policy	Staff Misconduct and Discipline Policy	HR02
Policy	Staff, Volunteers and the Board Code of Conduct	HR03
Procedure	Community dispute and complaint resolution	HR01
Policy	Behaviour Management Policy	SM01



9. Review History

This document is on a yearly review cycle.

Ver No.	Year of Review	Authored by:	Reviewed by:	Reason for amendments or review
0.1	Jan 2021	K. Knight	M. Gough	First IHC Child Safe Policy
1.0	Oct 2021	K. Knight	S. Shaw	Minor grammatical changes
2.0	Nov 2022	K. Knight	S. Da Luz	Updated content
3.0	Nov 2023	K. Knight	S. Da Luz	Annual Review