



## CHILD PROTECTION POLICY

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<b>Reviewed by:</b>	Executive
<b>Policy Owner:</b>	The Principal
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### 1. Purpose

Seymour College is committed to the safety and wellbeing of children and young people which is central to everything we do. Through this policy and its implementation we aim to embed our Child Protection values, processes and practices. It is paramount that every member of the Seymour College community:

- acknowledges that every child has the right to be safe from harm at all times;
- knows and understands what their roles and responsibilities are in protecting children and their obligation to act ethically towards them;
- provides safe physical and online environments; and
- implement this policy and its procedures and practices to establish and maintain child safe environments.

The policy must be regularly reviewed and updated every 2 years.

### 2. Background

Seymour College believes that creating child safe environments is a dynamic process that involves active participation and responsibility by all sectors of the College community. Sharing responsibility for the care and protection of children helps to develop a stronger, more child-focused community.

Seymour College is committed to adhering to the National Principles For Child Safe Environments which state that a child safe organisation:

- takes a preventative, proactive and participatory stance on child protection issues where the safety and wellbeing of children is the paramount consideration when developing activities, policies and management practices;
- is one that values and embraces the opinions and views of children;
- encourages and assists children to build skills that will assist them to participate in society; and
- takes action to protect children from harm, and risk of harm.

### 3. Definitions

This policy uses many of the definitions from the Children and Young People (Safety) Act 2017.

#### Legislative definition of child or young person

- a person who is under 18 years of age.



s16(1) Children and Young People (Safety) Act 2017

Legislative definition of harm

- physical harm or psychological harm (whether caused by an act or omission) and, without limiting the generality of this subsection, includes such harm caused by sexual, physical, mental or emotional abuse or neglect;
- psychological harm does not include emotional reactions such as distress, grief, fear or anger that are a response to the ordinary vicissitudes of life.

s17 Children and Young People (Safety) Act 2017

Legislative definition of 'At Risk'

Includes:

- the child or young person has suffered harm;
- there is a likelihood that the child or young person will suffer harm;
- there is a likelihood that the child or young person will be removed from the state for an unlawful act or procedure to be undertaken;
- the parents or guardian of the child or young person are unable or unwilling to care for them;
- the child or young person is of compulsory school age but has been persistently absent from school without satisfactory explanation of the absence; and
- the child or young person is of no fixed address.

s18 Children and Young People (Safety) Act 2017

Legal definition of parent

Includes:

- a step-parent of the child or young person; and
- a person who stands in loco parentis to the child or young person.

s16 Children and Young People (Safety) Act 2017

Legal definition of guardian

- guardian or guardians of the child or young person pursuant to an order of the Court under the Safety Act.

s16 Children and Young People (Safety) Act 2017

Legal definition of employee

- is a self-employed person; or
- carries out work under a contract for services; or
- carries out work as a minister of religion or as part of the duties of a religious or spiritual vocation; or
- undertakes practical training as part of an educational or vocational course; or
- carries out work as a volunteer; or
- is on student placement.

s30(4) Children and Young People (Safety) Act 2017

**4. Statement of Intent**



Seymour College supports the rights of children and young people and is committed to ensuring the safety, welfare and wellbeing of students. Seymour College is therefore committed to responding to allegations of student harm resulting from the conduct or actions (or inactions) of any person including that of employees. Our policy complies with the child safe environments provisions of the Children and Young People (Safety) Act 2017 and the Child Safety (Prohibited Persons) Act 2016.

The College regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture. This commitment includes the provision of a safe and supportive living and learning environment for all students and requires all employees, volunteers and visitors to model and encourage behaviour that upholds the dignity and protection of students from harm.

Child Safety is the responsibility of every member of the community. Seymour College has a responsibility to understand and communicate the important and specific role it plays in Child Safety, to ensure that the wellbeing and safety of all children and young people is maintained.

Our Child Safety policies, procedures and practices are inclusive of the needs of all children including: children and young people of different race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes and religious beliefs are respected and equity is upheld.

The safety and protection of children and young people is always the first priority and the College has a zero tolerance stance towards harm and risk of harm, and acknowledges that the whole community has a responsibility to keep children safe.

## **5. Child Safe Principles**

The College's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect children from neglect and harm. This includes:

- all children have the right to be safe;
- the welfare and best interests of the child are paramount;
- the views of the child and a child's privacy must be respected;
- clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct and further in this document;
- the safety of children is dependent upon the existence of a child safe culture;
- child safety awareness is promoted and openly discussed within our College community;
- procedures are in place to screen all staff, direct contact volunteers, third party contractors and external education providers who have direct contact with children;
- child safety and protection is everyone's responsibility;
- child protection training is mandatory for all Board members, staff and Direct Contact Volunteers;
- procedures for responding to alleged or suspected incidents of child abuse are simple and accessible for all members of the College community;



- children from culturally or linguistically diverse backgrounds have the right to special care and support including those who identify as Aboriginal or Torres Strait Islander; and
- children who have any kind of disability have the right to special care and support.

## 6. Legal Obligations

Seymour College is committed to promoting the safety, wellbeing and participation of children and young people. This includes:

A commitment to:

- supporting mandatory notifiers to report and respond to children and young people at risk of harm as outlined in the mandatory notification section;
- ensuring safe environments for children and young people are maintained; and
- lodging a Child Safe Environments Compliance Statement with the SA Department of Human Services every 5 years or whenever this policy is reviewed.

## 7. Responsibilities

Various staff members of Seymour College will have different responsibilities regarding Child Protection, including requirements relating to mandatory reporting.

### The College Board

The College Board is required to ensure that appropriate resources are made available to enable the Student Protection Policy and the relevant programs to be effectively implemented within the College and are responsible for holding the Principal and the Executive team accountable for effective implementation. All members of the College Board are required to complete annual child safety training.

### The Principal

The Principal is responsible for the following:

- promoting Child Protection wherever possible, and ensuring that Child Protection is included regularly in staff training;
- ensuring that Child Protection is included in the College's curriculum;
- when a mandatory report has been made, assisting staff to complete site documentation, and then sign the mandatory notification record and ensure this is stored correctly;
- ensuring that students and staff receive adequate support if involved in a child abuse situation;
- ensuring that staff are supported when making a mandatory report; and
- ensuring that staff, volunteers have completed Working with Children Checks and RAN-EC/RRHAN-EC training, and that third parties have completed Working with Children Checks where required.

### Staff

All staff of Seymour College are responsible for the following:

- reporting any suspected abuse to the Child Abuse Report Line (CARL) on 13 14 78. Once a staff member or volunteer has made a mandatory report to CARL



and documented this for the Deputy Principal and Principal further action and investigation will only be instigated by the Department for Child Protection and/or the Principal/Board. Staff must continue to provide support for the child;

- advising the Principal when a report is being/has been made (unless the report involves the Principal in which case it should be reported to the Chair of the Board or Deputy Chair of the Board;
- when inappropriate behaviour has been observed, the staff member or student who witnessed it must advise the Deputy Principal or Principal who will then discuss the incident with the other person involved; and
- taking action if children and young people have disclosed information about inappropriate behaviours of other adults at the College.

Staff should also be aware of the following expectations in considering their use of social networking sites:

- they have considered the information and images of them available on their sites and are confident that these represent them in a light acceptable to their role in working with children and young people;
- they do not have children or young people in their education community as 'friends' on their personal/private sites; and
- comments on their site about their workplace, work colleagues or children or young people, if published, would not cause hurt or embarrassment to others, risk claims of libel, or harm the reputation of the workplace, their colleagues or children and young people.

## **8. Code of Conduct, Professional Boundaries and Expectations of Staff and Volunteers**

Seymour College has developed a Child Protection Code of Conduct to specify standards of conduct and care, professional boundaries, ethical behaviour and unacceptable behaviour when working and interacting with children. This reflects the information outlined in the Department for Education's Protective practices for staff in their interactions with children and young people guidelines. The aim is to provide guidance to staff on how best to support students, and how to avoid or manage difficult situations. The Code of Conduct applies to all staff and breaches of the Code may result in disciplinary action or, in the case of serious breaches, dismissal.

### Compulsory behaviour:

- staff and volunteers must comply with the College's Child Protection Policy;
- staff and volunteers must behave as a positive role model to students;
- staff and volunteers must promote the safety, welfare and wellbeing of students;
- staff and volunteers must promote the safety, participation and empowerment of students with a disability;
- suspicions of child abuse must be reported to the **Child Abuse Report Line (CARL – 13 14 78)** and to the Deputy Principal and Principal, (or to the Chair of the Board or Deputy Chair of the Board) if the situation involves the Principal;
- concerning behaviour or breaches of the Child Protection Code of Conduct must be reported to the Principal, or to Chair of the Board or Deputy Chair of



the Board if the breach concerns the Principal. The Principal (or other person) will be responsible for developing an appropriate plan of action and ensuring it is followed;

- students must be treated with respect and encouraged to speak up and participate;
- when working one-on-one with children and young people, staff and volunteers must be:
  - public – ensure the environment is visible, public and busy. Use the site’s authorised ICT systems;
    - where appropriate, the following additional precautions must be in place when it is difficult to find a public place;
      - ensure any doors are left open;
      - request assistance from a colleague; and
      - use a room with vision panels installed in the doors or walls.
  - authorised – parents must be informed and have given consent and the activity must be authorised by the Principal;
  - timely – the activity must be a legitimate part of your role, support must be provided within normal work hours where possible, and sessions should be concise and not unnecessarily prolonged; and
  - purposeful – the activity should address or be linked to an identified wellbeing and/or learning need of the child or young person.
- manage challenging behaviour through non-physical intervention, such as directing other children and young people to move away from the situation, talking to the child, directing the child or young person to a safe place, and directing other children to a safe place. Physical restraint should only be used as a last resort and must only be used when the safety of a child or young person or adult is threatened. Physical restraint must not be used as a response to property destruction, disruption to the education or care activity, refusal to comply, verbal threats, leaving an education care setting, or a need to maintain good order unless someone’s safety is clearly threatened;
- become as familiar as possible with the values of various cultural groups enrolled in an education or care site, as different cultures have different attitudes and traditions surrounding the concept of appropriate touch; and
- ensure that the privacy of students is respected, and that personal information is managed in accordance with the College’s Privacy Policy.

Unacceptable behaviour:

- Communication
  - failure to act when an allegation of child abuse is made, including failure to report the allegation. This would be a breach of the Safety Act and fines may apply;
  - inappropriate comments about a child or young person’s appearance, including excessive flattering comments;
  - inappropriate conversation or enquiries of a sexual nature (eg questions about a child or young person’s sexuality or their sexual relationship with others);
  - disrespectful or discriminatory treatment of, or manner towards, young people based on their perceived or actual sexual orientation;



- use of inappropriate nicknames;
  - vilification or humiliation;
  - jokes or innuendo of a sexual nature;
  - obscene gestures and/or language;
  - facilitating/permitting access to pornographic material;
  - facilitating/permitting access to sexually explicit material that is not part of an endorsed curriculum;
  - failing to intervene in sexual harassment of children and young people;
  - correspondence of a personal nature via any medium (eg phone, text message, letters, email, social media, internet postings) that is unrelated to the staff member's role. This does not include class cards or bereavement cards;
  - introducing 'secrets'; and
  - communication related to the role but carried out via private personal devices, eg communication to taxi drivers of student personal details, with parent or outside agencies and services.
- Personal Disclosure
    - discussing personal lifestyle details or opinions of self, other staff or children and young people unless directly relevant to the learning topic, age appropriate and with the individual's consent.
- Physical contact
    - unwarranted or unwanted touching or a child or young person personally or with objects (eg pencil or ruler);
    - corporal punishment (eg physical discipline or, smacking);
    - initiating, permitting or requesting inappropriate or unnecessary physical contact with a child or young person (eg massage, kisses, tickling games) or facilitating situations that unnecessarily result in close physical contact with a child or young person; and
    - inappropriate use of physical restraint/restrictive practices - may constitute assault.
- Place
    - inviting/allowing/encouraging children and young people to attend the staff member's home;
    - attending children and young people's homes or their social gatherings;
    - being alone with a child or young person outside of a staff member's responsibilities;
    - entering change rooms or toilets occupied by children or young people when supervision is not required or appropriate;
    - transporting a child or young person unaccompanied;
    - using toilet facilities allocated to children and young people;
    - undressing and using facilities set aside for children and young people, or in their presence; and
    - transporting students in a personal vehicle without permission from the Deputy Principal.
- Targeting individual children and young people



- tutoring outside of normal teaching duties and responsibilities;
  - giving personal gifts or special favours;
  - singling the same children and young people out for special duties or responsibilities;
  - offering overnight/weekend/holiday care of children and young people as respite to parents; and
  - privately giving money and/or gifts to individual children/young people
  - babysitting students of the College.
- Role
    - adopting an ongoing welfare role that is beyond the scope of their position or that is the responsibility of another staff member (eg a student wellbeing leader) or an external professional, and that occurs without the permission of senior staff;
    - photographing, audio recording or filming children or young people via any medium when not authorised to do so and without required parental consent; and.
    - using personal rather than College equipment for approved activities, unless approved to do so.
- Possessions
    - correspondence or communication (via any medium) to or from children and young people where a violation of professional boundaries is indicated and where the correspondence has not been provided to the Head of School/Deputy Principal by the staff member; and.
    - still/moving images or audio recordings of children and young people on personal equipment or kept in personal locations such as car or home that have not been authorised by the line manager or Head of School.
- Digital/electronic
    - email, social media, internet postings that is unrelated to the staff member's role;
    - allowing children and young people access to a staff member's personal internet locations (eg social networking sites);
    - uploading or publishing still/moving images or audio recordings of children and young people to any location, without parental or College consent;
    - correspondence of a personal nature via social media, internet postings;
    - creating/using private online chat rooms; and
    - filming/recording for the use of behaviour training/modification.

## **9. Staff with Children or Extended Family Members at the College.**

The College acknowledges that staff with children or extended family members at the College face additional challenges in managing professional boundaries as they are likely to have social relationships with families/ parents of the children and young people their children interact and socialise with.





The guiding principles in managing these situations are that:

- social contact should be generated via the relationship the staff member has with the parents of children and young people or by an event not directly with the child/student or young person;
- staff should avoid being alone with children and young people in these situations;
- staff should conduct themselves in a way that will not give others reason to question their suitability to work with children and young people and will not create discomfort for children and young people in their learning relationship with them. Consuming alcohol in these situations may lessen a staff member's capacity to judge when a professional boundary is at risk,.
- staff should politely refuse to discuss matters relating to the workplace and should not discuss children and young people's learning or social progress other than at times specifically set aside for that purpose; and
- any concern a staff member has about whether or not a situation may be compromising or breaches a professional relationship should be discussed with the Deputy Principal and an approved plan of action followed.

If a staff member is ever in doubt regarding their professional boundaries they should seek permission and/or clarification.

#### **10. Recruitment, Selection, Screening and Background Checks**

Seymour College will ensure that all employees and volunteers have a current Working with Children Check and that this is updated every 5 years.

Seymour College will not employ a person or allow someone to volunteer unless a Working with Children Check has been conducted in the preceding 5 years.

Seymour College will not employ a person or allow someone to volunteer unless a Police Criminal / Background Check has been conducted within 30 days prior to their commencement.

In order to thoroughly screen and assess potential employees and volunteers, Seymour College will also conduct background checks and risk assessments. This may involve:

- undertaking face-to-face interviews;
- confirming educational status; and
- requesting referee reports and obtaining reference checks; and/or
- undertaking other background checks (for example, psychological testing, or on the job observation).

All persons (14 years and over) who live on the College site, including the children of staff, will need to undergo a Working with Children Check.

#### **11. Mandatory Reporting**

Any person who, while in the course of their work or volunteering suspects on reasonable grounds that a child is, or may be, at risk of harm must report their suspicion to the **Child Abuse Report Line (CARL) on 13 14 78**. Anyone who is not



trained or mandated to report should speak to the Principal or their line manager about any concerns. 000 should always be called in an emergency situation.

All serious concerns of suspected child abuse or neglect must be reported via **CARL by phoning 13 14 78**. The telephone line is available 24 hours a day. Serious concerns include the suspicion that a child or infant is in imminent or immediate danger of serious harm, serious injury, chronic neglect, or when a child is in care of the department and you suspect they are being abused or neglected. The following information is required to be provided when making a report to CARL:

- the child's name, age, date of birth and address;
- a description of the injury, abuse and/or neglect (current and previous);
- the child's current situation;
- the location of the child, parent or caregiver and alleged perpetrator; and
- when and how you found out about the abuse.

Non-serious concerns can be reported via eCARL, which is the online Child Protection reporting system.

Seymour College will maintain records of all mandated reports made. Records of reports made will be forwarded to the Deputy Principal for confidential filing. If the report concerns the Deputy Principal it should be sent to the Principal and if it concerns the Principal it should be sent to the Chair of the Board or Deputy Chair of the Board in the Chair's absence.

Seymour College will ensure that adequate support is provided to the student involved. This will include support from the class teacher, form/homegroup teacher, Clan Guardian or Dean of Wellbeing (Middle School and Senior School) and via the Heads of School. The student will also be able to access the College counsellors and psychologists.

It is a requirement that employees and volunteers inform the Deputy Principal and Principal of any mandatory notifications made. This will ensure that the Principal can take the appropriate action to support the child and the staff member. If the concerns or allegations raised in the notification involve the Principal, then the Chair of the Board or Deputy Chair of the Board must be informed instead.

## **12. The Statutes Amendment (Child Sexual Abuse) Act 2021**

The [Statutes Amendment \(Child Sexual Abuse\) Act 2021](#) came into operation on 1 June 2022. The Act introduces important reforms arising from recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse.

The Act creates new criminal offences of:

1. failure to report child sexual abuse; and
2. failure to protect a child from sexual abuse.

These offences carry a penalty of imprisonment and it is critical that all College staff, volunteers and contractors understand their legal obligations.



The new offences have been created because the Royal Commission found that historically institutions working with children under-reported suspicions of child sexual abuse to police when a staff member was involved. It is often difficult for a child victim to disclose abuse in a timely manner; children have fewer opportunities and less ability to report abuse to police or to take effective steps to protect themselves. These offences are designed to require adults in institutions to take responsibility for reporting and preventing child sexual abuse in institutional contexts.

### 12.1 Failure to report child sexual abuse

A prescribed person is guilty of an offence if they fail to report to police that they know or suspect that another person (the abuser) is an employee of the College is, has, or is likely to sexually abuse a child.

A prescribed person means an adult who is an employee of an institution which includes a person who is self-employed who carries out work for the institution or a person who carries out work under a contract of services for the institution or a person who undertakes practical training with the institution or carries out work as a volunteer for an institution. Employee therefore includes (but is not limited to) any Principal, teacher, SSO, grounds person, student teacher, contractor who does work for the College, ELC and OSHC employee. It also includes a volunteer such as a Governing Council member or parent volunteer.

***The requirement to report to police created by this offence is a different obligation to reporting a child at risk of harm of sexual abuse to DCP (CARL)***, which still needs to occur. The requirement is focused on reporting the actions of a suspected offender. It includes any suspicion a person may have about behaviour outside the workplace and outside of work hours. The identity of the child or young person at risk does not have to be known.

It is a defence to the charge of failing to report if the person believes on reasonable grounds that the matter has already been reported to police or has been reported as a mandatory notification under the Children and Young People (Safety) Act. However, a report to police should always be made when a person knows or suspects that an employee or volunteer is engaging or is likely to engage in the sexual abuse of a child.

### 12.2. Failure to protect a child from sexual abuse

A prescribed person is guilty of an offence if:

- they know there is a substantial risk that another person, who is also an employee, will engage in the sexual abuse of a child, and
- the prescribed person has the power or responsibility to reduce or remove that risk but negligently fails to do so.

Prescribed person has the same meaning as described above. It is an expectation that a prescribed person who knows there is a substantial risk that another employee will engage in the sexual abuse of a child, will take all action they can (commensurate with their role and responsibility) to reduce or remove the risk.

Staff should lodge this by phoning the **Norwood Police Station – (08) 8207 6800**



### **13. Billeting, Homestay and Boarding Houses**

Additional Child Protection considerations need to be made in situations involving billeting, homestay and the College's Boarding House.

#### ***Billeting***

Seymour College acknowledges that, in certain circumstances, the need may arise to billet visiting students. In these circumstances, the College will:

- begin the planning process as far in advance as possible and establish a timeline for the process;
- assign a coordinator at the visiting school and the host school;
- determine the number of staff supervisors required for the activity;
- where possible, billet two or more students of the same sex together;
- ensure that consent forms are signed, and medical information forms are completed by the parents/caregivers of students to be billeted;
- provide the names and ages of students being billeted to the host school as early as possible;
- provide details of billeting families and allocated students to the coordinator of the visiting school at least 3 weeks before activity commencement and 4 weeks for international students;
- ensure that the host family has signed a form acknowledging the billeting conditions;
- when organising an overseas trip, teachers must discuss child protection requirements with the host school;
- provide for alternative suitable accommodation in case there is an insufficient number of host families;
- prior to activity commencement, provide a program to all participants outlining the agenda, venues, meeting times, places and addresses, and group travel arrangements;
- provide billeted students with information about issues that may arise and strategies for keeping themselves safe;
- ensure that contact numbers are provided to all students and their families so that the coordinator can be contacted; and
- concerns about a student's safety will be taken seriously and appropriate action will be taken to protect the student.

Seymour College will ensure that Working with Children Checks are undertaken by all people (14 years and over) residing in the household of billeting families.

#### ***Homestay***

Homestay arrangements attract a number of regulatory requirements because of their interrelationship with migration law and requirements relating to overseas students. In situations involving homestay students, Seymour College is committed to:

- ensuring all people over the age of 14 years residing at any homestay have a current Working with Children Check;
- conducting regular visits and assessments of the homestay with access to all areas of the premises, for the purposes of checking compliance with legislative requirements and homestay standards. This includes:



- a safe, private and secure bedroom for the student's sole use with suitable storage space for clothes, personal items and study materials, and a suitable area in which to study including a desk, chair and adequate lighting;
  - a clean home with appropriate furnishings suitable for a family and students;
  - access to a shared or private bathroom, with reasonable time allowed for showers;
  - access to the kitchen, living areas, laundry facilities and shared areas of the home;
  - access to heating in winter and cooling in summer if required;
  - household facilities and appliances which comply with government regulations regarding safety standards; and
  - provision of keys, alarms or passwords required to have free access to the homestay residence.
- ensuring host families have an appropriate insurance policy to cover students residing in their home;
  - ensuring there is regular training of host families, particularly those hosting students under 18 years of age;
  - ensuring that there is a 24-hour emergency contact number that is known to students, the host family and the education provider; and
  - maintaining regular contact with host families, students and College staff as required.

### ***Boarding Houses***

The Royal Commission found that Boarding Houses have the highest level of situational risk as they involve the two elements that affect situational risk – the opportunity to be alone with children unseen and the opportunity to develop emotional relationships with children. Seymour College recognises that Boarding House staff face a specific challenge in providing an environment which is like home for children and young people in ways that do not compromise their professional boundaries or the welfare of children and young people.

The details outlined in the Child Protection Code of Conduct are particularly pertinent for staff within the Boarding House.

Seymour College is committed to ensuring that Boarding House staff:

- follow the Child Protection Code of Conduct outlined in this document;
- have a current Working with Children Check;
- have completed Mandatory Notification training;
- have a current Senior First Aid certificate; and
- complete the Australian Boarding Schools Association 'Duty of Care' Certificate Course in Student Residential Care within one term of commencing work at the College.

### **14. Vulnerable Students**

Seymour College acknowledges that there are vulnerable students who may be at a higher risk of experiencing abuse and neglect due to their circumstances. These students may struggle with advocating for themselves or communicating their



experiences to other people. Vulnerable students include students with disability, students in care and new arrival students. Seymour College will ensure that:

- College staff will consult with a student with disability, their parent and/or other associates (such as external allied health professionals). During consultation, staff will discuss the impact of the disability to assess the student's ability to advocate for themselves;
- staff will be mindful of the individual circumstances of vulnerable students and will be mindful of the potential signs of child abuse or neglect that vulnerable students may exhibit; and
- individual student needs and circumstances will be considered when teaching the Child Protection curriculum. This includes being mindful of and sensitive to cultural differences and students of which English is a second language.

### **15. Participation of children and young people**

Seymour College encourages children and young people to participate and provide feedback. This includes end of term and end of year surveys and via wellbeing lessons.

### **16. Curriculum**

Seymour College recognises the importance of addressing matters raised in the Keeping Safe: Child Protection Curriculum (KS:CPC). The two main themes of the KS:CPC are 'we all have the right to be safe' and 'we can help ourselves to be safe by talking to people we trust'.

The KS:CPC will be implemented through health and wellbeing lessons.

In addition, Seymour College is committed to ensuring that the curriculum addresses student agency where children and young people are informed about their rights, they participate in decisions affecting them and are taken seriously. Seymour College will address this by:

- clearly communicating (using age-appropriate language) how children and young people (or their carers) can report any concerns or provide feedback via their class teachers, form/home group teachers, Clan Guardians, Deans of Wellbeing, Heads of School, the Director of Boarding, Director of Performance and Director of Sport;
- promoting student voice and agency during curriculum lessons that specifically address matters raised in The Keeping Safe: Child Protection Curriculum Child Safe Principles program, Health and Physical Education lessons and other learning areas. This includes content about negotiating consent, managing relationships online and offline, and dealing with relationships when there is an imbalance of power, gender equality and gender in intimate relationships;
- implementing a number of programs that complement the KS:CPC such as; SHINE, Healthy Minds, the Swinburne Aristotle Program and URStrong;
- inviting children and young people to be represented on various committees such as Student Representative Council, Reconciliation Action Plan and student initiated committees;



- using end of term / end of year surveys and questionnaires to invite formal and informal feedback;
- regularly educating and reviewing the Acceptable Use of Information and Communication Technologies for students and the Bullying and Harassment Policy for students.

### **17. Online Safety**

Seymour College acknowledges and accepts its responsibility to ensure that children are protected from harm when participating online.

Seymour College is committed to creating a safer online environment by implementing cyber safety programs such as those recommended by the Office of eSafety Commissioner, and implementing the initiatives outlined in the Toolkit for Schools (Prepare, Engage, Educate and Respond) that promote online safety and media literacy.

Seymour College has developed Acceptable Use of Information and Communication Technologies for Staff/Students Policies, a Social Media Policy and a Student Anti-Bullying and Harassment Policy. These documents also address online safety.

### **18. Policy Review**

Seymour College's Child Protection Policy and Procedures will be reviewed and updated every 2 years. The Child Protection Policy and Procedures will also be reviewed and updated when the College:

- expands the services it offers to children and young people;
- undergoes a substantial change to the responsible or managing authority; or
- experiences an event or incident where children or young people were or could have been at risk of harm.

When changes are made to the Child Protection Policy, Seymour College will relodge its Compliance Statement with the SA Department of Human Services.

### **19. Relevant College Policies**

- Student Behaviour Policy
- Drug and Alcohol Policy
- Bullying and Harassment Policy
- Information and Communications Policy

### **20. Legislative Context**

[Statutes Amendment \(Child Sexual Abuse\) Act 2021](#)

[Children and Young People \(Safety\) Act 2017](#)

[Child Safety \(Prohibited Persons\) Act 2016](#)

[Criminal Law Consolidation Act 1935 \(SA\)](#)

[Equal Opportunity Act 1984 \(SA\)](#)

[Sex Discrimination Act 1984 \(Cth\)](#)

[Teacher Registration and Standards Act 2004 \(SA\)](#)

[Education and Early Childhood Services \(Registration and Standards\) Act 2011\(SA\)](#)

[Education Act 2013 \(Cth\)](#)



[Education Services for Overseas Students Act 2000 \(including National Code of Practice for Providers of Education and Training to Overseas Students 2018\)](#)  
[Disability Discrimination Act 1992 \(Cth\)](#)

## 21. Relevant Conventions

*National Principles for Child Safe Organisations*

*The United Nations Conventions of the Rights of the Child*

## Relevant Standards and Frameworks

[Australian Student Wellbeing Framework](#)

[National Quality Framework](#)

[Protecting Children is Everyone's Business: national framework for protecting Australia's children 2009 - 2020](#)

[Child Safe Organisations National Principles](#)

[Disability Standards for Education 2005](#)

[Homestay Standards](#)

## Relevant Cross Sector Guidelines

[Protective Practices for staff in their interactions with children and young people](#)

[Managing allegations of sexual misconduct in SA education and care settings](#)

[Responding to problem sexual behaviour in children and young people](#)

[Suicide Postvention Guidelines](#)

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