



CHILD PROTECTION POLICY

CMMS-LC-POL 0-02

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0	21/10/2014	Draft and implementation	Susan Shenn
1	17/02/2018	Comprehensive review and update in line with new Legislation and Regulatory requirements	Janet Laing
2	29/05/2018	Review and update in line with Standard 12 Child Abuse Prevention 12.3	

1 Overview

All children have a right to be protected from harm; schools and teachers owe a 'duty of care' to all students at Casa Mia Montessori School. Schools have a special responsibility to protect children when they are on school premises and also to intervene when they believe the welfare of a child is at risk outside the school.

There are legal and regulatory responsibilities that rest with the School and the teaching staff to protect; educate students in protective behaviours; detect and report child abuse.

Child Protection must not be viewed in isolation. The issue must be considered alongside other school policies such as the School Code of Conduct, Complaints Management, Behaviour Management, Human Resources Management procedures and the entire infrastructure must be symbiotic.

2 Purpose

The purpose of the policy is to state the intentions of Casa Mia Montessori School to employ reasonable safeguards for the children enrolled in the school and to put in place the procedures that will outline the actions necessary to do so.

3 Scope

The policy applies to all members of the Casa Mia Montessori School community including employees, students, parents, subcontractors, volunteers and visitors to the school or school events. The policy is also applicable when an employee ceases employment or a volunteer ceases volunteering in the following manners:

- The termination of employment through resignation
- Retirement
- The completion of contract employment
- Dismissal

The policy also applies to teachers engaged in community activities that are not Casa Mia Montessori School Activities.

The Governing Body and Principal are committed to upholding their legal and professional obligations; responds appropriately to allegations of School Code of Conduct breaches, grooming and child abuse of students and in accordance with the policy and procedures.

4 Policy

Casa Mia Montessori School is committed to sustaining a culture that is protective of the children when they are on the school premises, in the care of the school and to intervene when it is believed that the welfare of a child is at risk outside the school.

With regards to a case of allegation of grooming or child abuse by staff, the complainant is informed about the advocacy, support and other services which may be available; and

Consultation is undertaken with the relevant government authorities to determine when, what and by whom information related to an allegation of child abuse and its investigation may be given to the person the subject of the allegation, the complainant, affected students and their parents and guardians, and the wider school community.

5 Responsibilities

The School Board and Principal

5.1 Monitoring

Principal

5.2 Review

Principal

6. Related Policies and Procedures

6.1 Human Resources Policy and Procedures: Recruitment, Selection and Appointment, Induction and Probation, Staff Development, Staff Appraisal, Performance Improvement

6.2 Privacy Policy and Procedures: Acceptable use of Mobile Phones and the Internet

6.3 Volunteer Policy and Procedures

6.4 Complaints Policy and Procedure

6.5 Behaviour Management Policy and Procedures

6.6 Protective Behaviours Curriculum

6.7 Health and Physical Education Curriculum

6.8 Children and Community Services Act 2004

6.9 Working with Children (Criminal Record Checking) Act 2004

6.10 School Education Act 1999

6.11 Teachers Registration Act 2012

6.12 Criminal Code Act 1913

6.13 Governance and Accountability:

- i. Board of Governors – Police clearance
- ii. Board of Governance Handbook
- iii. Register of Governors
- iv. Register of Governing Body Members
- v. School's Strategic Plan
- vi. Annual Review
- vii. Critical Incidents Reports

6.14 Level of Care:

- viii. Positive learning Environment & Inclusive Education
- ix. Code of Conduct, Conflict Resolution, Behaviour, Bullying
- x. Student Welfare:
 - Child Protection Policy,
- xi. Student Safety:
 - Evacuation - fire, bomb
 - Lockdown
 - Emergency management

- Excursions and camp procedures
- xii. Critical Incidents
- xiii. Student Health
- 6. 15 Staff and Management:**
 - xiv. Staff Declaration
 - xv. School Organisation Chart
Staff Induction, Performance Management, Professional Learning
- 6. 16 Physical Environment:**
 - xvi. Maintenance Schedules
 - xvii. Occupational Safety and Health
 - xviii. Risk Management
- 6. 17 Attendance**
 - xix. Attendance Policy and Procedures