

POLICY

CHILD PROTECTION

Purpose of Policy

The purpose of this policy is to provide the framework for the appropriate conduct of Tec-NQ staff and students that accord with legislation about the care and protection of children.

Scope

The Child Protection Policy applies to Directors and all staff and volunteers and students at Tec-NQ (Relevant Persons) and covers information about the reporting of physical, emotional and sexual abuse and neglect; and inappropriate behaviour, harassment, and self-harm (Inappropriate Behaviour).

A "student" means any person regardless of age who is enrolled at the College. This includes a child under 18 years of age.

Policy Statement

Tec-NQ will uphold this policy by actively promulgating the following principles:

- 3.1 Protecting students from harm and the risk of harm is fundamental to maximising their personal and academic potential.
- 3.2 Recognising that people who are subjected to Inappropriate Behaviour are harmed by it.
- 3.3 Ensuring the welfare and best interests of the student will always be the primary consideration.
- 3.4 By expecting our students to show respect to our staff and volunteers and to comply with safe practices.
- 3.5 Ensuring that Relevant Persons' behaviour towards, and relationships with students reflect proper standards of care for students, and is not unlawful.
- 3.6 Understanding that sexual acts by an adult Relevant Person with a student who is a child will always be sexual abuse.
- 3.7 Responding diligently to a report of suspected or actual harm, or risk of harm to a student.
- 3.8 Ensuring that reprisals against students or others making a complaint will not be tolerated.
- 3.9 Student management practices will be administered with respect and in a manner which maintains the student's dignity.
- 3.10 Acting fairly and reasonably towards a Relevant Person who is the subject of allegations of improper conduct or causing harm.

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- 3.11 Supporting a Relevant Person who is the subject of a proven false allegation of causing harm to a student.
- 3.12 Ensuring that anybody within Tec-NQ who becomes aware or reasonably suspects that a student is being harmed must report it to the College in accordance with the College's Procedures for Reporting Harm through the Tec-NQ Child Protection Procedure.
- 3.13 Taking disciplinary action or other relevant action against a Relevant Person who harms others.
- 3.14 Not permitting people to work in a position if the College believes on the basis of all information available there would be an unacceptable risk that others might be harmed.
- 3.15 Cooperating with relevant authorities in resolving allegations of harm.

In complying with these principles, Tec-NQ will be guided by the principles of natural justice and confidentiality and compliance with the relevant legislation.

Legislation

- (a) Working with Children (Risk Management Screening) Act 2000 (Qld);
- (b) Working with Children (Risk Management Screening) Regulation 2011 (Qld);
- (c) Education (General Provisions Act) 2006 (Qld);
- (d) Education (General Provisions) Regulation 2006 (Qld);
- (e) Education (Queensland College of Teachers) Act, 2005 (Qld);
- (f) Education (Accreditation of Non-State Colleges) Act 2001 (Qld);
- (g) Education (Accreditation of Non-State Colleges) Regulation 2001 (Qld);
- (h) Child Protection Act 1999 (Qld)

Related Standard

- (i) Standards for Registered Training Organisations (RTOs) 2015:

Related Documents

- | | |
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| <ul style="list-style-type: none"> 1. Sexual Harassment and Discrimination Policy. 2. Staff Code of Conduct Policy and Procedures. | <ul style="list-style-type: none"> 3. Child Risk Management Procedure. 4. Privacy Policy. |
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Publication

Distributed to all staff, students and parents.

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Version 3

Procedure Release Details

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Recommended by: CEO

Approved by: CEO *Signature:* *Date:*

Version 3

Child Protection

1. Procedure Statement

1.1 Natural Justice

The principles of natural justice will apply to decisions to be made under this Procedure. The two fundamental principles of natural justice are:

1. That those making a decision are not biased.
2. That nobody should be condemned unless they are given prior notice of the allegations against them and they have a fair opportunity to be heard.

1.2 Staff Conduct

Staff members at Tec-NQ are expected to reflect the highest standards of care in their behaviour towards and relationships with students.

Employees of Tec-NQ must not under any *circumstances* engage in physical or emotional abuse or engage in sexual contact of any nature with a Tec-NQ student who is under 18 years of age at the time. It is irrelevant whether the conduct is consensual or non-consensual, or condoned by parents or caregivers.

Failure to behave in an appropriate manner may result in criminal proceedings and/or disciplinary action, including dismissal.

Please note that the Child Protection Legislation refers specifically to a student who is under the age of 18. However at Tec-NQ we expect the same standard of conduct towards all students enrolled irrespective of their ages.

1.3 Confidentiality

Each person who has access to information regarding suspected or disclosed harm has an obligation to observe appropriate confidentiality. Tec-NQ is unable to promise absolute confidentiality since its policies will require disclosing, internally and externally, certain details involved in responding to any complaint.

State authorities can compel people to give evidence about actions arising from the Procedure and to produce documents.

1.4 Criminal Law

Where there are allegations of criminal misconduct, the allegations should be referred to the police by the Chief Executive Officer.

All Teachers must report to Child Safety Services if there is reasonable suspicion that a child has suffered, is suffering or is at an unacceptable risk of suffering significant harm caused from physical or sexual abuse and a parent is not able and willing to protect the child from harm. Other forms of harm should be referred to the CEO of Tec-NQ for them to consider what types of services or action would be best to implement. This may or may not involve Child Safety Services or Family and Child Connect services. This is in accordance with section 13E of the Child Protection Act

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1999. Please see Section 1.10 within this Procedure for transferring reporting requirements to the CEO.

1.5 Defamation

A person providing information about harm in good faith to a person who needs to know that information is generally excused from liability for defamation.

1.6 Promptness

All steps under the Procedure should be carried out promptly.

1.7 Protection

The CEO will ensure that the following are undertaken in order to reduce the chance of abuse occurring:-

1. Ensure that each staff member understands and fulfils their obligations under this Procedure.
2. Ensure that there is an acceptable reference for each staff member engaged since the commencement of this protocol, from their previous employer.
3. Ensure that each non-teaching staff member or volunteer who has contact with children has a current positive prescribed notice issued by the government Department delegated under the relevant legislation. ¹.
4. Ensure that each staff member teaching QCAA subjects is a Registered Teacher or holds a current positive prescribed notice.

1.8 Support

Tec-NQ will provide support for the victim through professional counselling if it is requested, even if any allegation is not yet proved or disproved.

Tec-NQ will support the respondent to a complaint with professional counselling if it is requested until the matter has been resolved.

1.9 Interviews

There will be two representatives of Tec-NQ present at interviews, where practical. In cases of allegations of serious harm it is best not to interview a student who is a child unless a properly qualified person conducts the interview.

1.10 Teachers

If a respondent to an allegation is a registered teacher, the College will give notification to the College of Teachers, if required to do so under the *Education (Queensland College of Teachers) Act, 2005 (Qld)*.

¹ Note: the Working with Children (Risk Management Screening) Act 2000 currently exempts volunteers who are parents of children at the College from the requirement to have prescribed notices. It is therefore a decision for the College as to whether all volunteer parents should have police checks.

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Under the mandatory reporting requirements within the Child Protection Act 1999 (Section 13H) registered teachers may advise the CEO of Tec-NQ of a reportable suspicion about a child instead of directly reporting the harm or suspicion of harm to Child Safety. Once the information is received by the CEO at Tec-NQ then the CEO will take appropriate action to protect the child or other children from risk of harm.

1.11 Public Relations

The CEO will ensure that Tec-NQ is able to react quickly to allegations of harm so that accurate and relevant information is available for staff members, students and their families.

1.12 Police Action

It will usually be necessary to wait until the police have decided whether to charge the respondent before taking any internal disciplinary proceedings.

If the police do charge the respondent, it will be necessary to wait until the charges have been dealt with in the courts before commencing internal enquiries or disciplinary proceedings. This does not preclude the CEO from seeking advice from police regarding the duty of care to existing students which may involve the standing down of a staff member during an investigation.

The police are not required to inform Tec-NQ about their investigation. Some of their material may be acquired under a Freedom of Information request when their work on the case is finished.

1.13 Insurer

Tec-NQ will keep its insurer informed about developments.

1.14 Publication

The CEO will ensure that this policy is published:

1. to staff members generally, at least once each year.
2. to each new staff member, on induction.
3. by reference to it in the College newsletter, at least twice each year.
4. by display on at least one noticeboard in the College, always.
5. available on the Tec-NQ website.

The CEO will ensure that a copy of the policy is always available from Tec-NQ's administration.

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1.15 Protocols

1. It should be noted that it is a policy of Tec-NQ that:
 1. Staff members are not alone with individual students in areas where they cannot be seen by other staff members or students (where the matter to be discussed is of a confidential nature, coordinators and the Executive Management Manager may interview students one-on-one);
 2. All disciplinary interviews (excluding the application of verbal classroom management) with a child in relation to behaviour management issues are carried out in the presence of at least two members of staff;
 3. Staff members do not use their private vehicles to transport students without the permission of the CEO;
 4. Staff members do not invite students to their homes without the permission of the CEO;
 5. Staff members do not invite students to non-college events or private functions; and
 6. Staff members do not communicate with students electronically including social media (Chat Rooms, E-mails, Face Book, SMS etc) except in relation to genuine College matters. This restriction is to remain in force for a period of twelve months after a student ceases to be a student at Tec-NQ.

1.16 Review

Tec-NQ will ensure that this Policy is reviewed at least once every two years.

7. Dealing with Suspicion or Allegations of Harm

2.1 Suspicion of harm

You have 'reasonable grounds' to suspect harm if:

1. A child or young person tells you they have been harmed.
2. Someone else, for example another child, a parent, or staff member, tells you that harm has occurred or is likely to occur.
3. A child or young person tells you they know of someone who has been harmed (it is possible they may be referring to themselves.)
4. You are concerned at significant changes in the behaviour of a child or young person, or the presence of new unexplained and suspicious injuries, or
5. You see the harm happening.

Disclosures of harm may sound like:

1. “I think I saw ...”
2. “Somebody told me that ...”
3. “Just think you should know ...”
4. “I’m not sure what I want you to do, but ...”

Any disclosure of harm is important and must be acted upon, regardless of whether:

1. The harm to a child or young person has been caused by a person from within or outside Tec-NQ, or
2. The child or young person disclosing the harm to you is from within or outside Tec-NQ.

It is crucial that Tec-NQ employees follow the procedures in place so any disclosure from an adult, child or young person is dealt with efficiently and effectively.

2.2 What to do when a disclosure is made

1. Don't panic;
2. Find a private place to talk;
3. Listen;
4. Believe the person, and
5. Don't ask leading questions.

It is not your role to investigate allegations of harm. Only ask enough questions to confirm the need to report the matter to the Queensland Police Service or Child Safety. The safety of the child or young person is paramount. Unnecessary questions or interviews could cause distress, confusion and interfere with any subsequent investigation authorities undertake.

Staff must provide a written report of any suspicions of harm or sexual abuse or allegations of harm or sexual abuse to the Chief Executive Officer immediately.

The CEO will then immediately provide a copy of the written report to the Queensland Police Service. The CEO will also provide a copy of the report to the Board of Directors.

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The Queensland Police Service has a number of dedicated units across Queensland to investigate matters relating to children and young people. If you wish to discuss or report an incident involving a child or young person, contact your local Child Protection and Investigation Unit (formerly Juvenile Aid Bureau) through the Police District Communication Centre nearest you, or in an emergency, call **000**.

The following actions should be taken in any cases relating to suspected harm or sexual abuse or allegations of harm or sexual abuse against a child:

Action	Responsibility	Form
Record details of the allegations. Be careful not to taint the evidence of the student or the respondent.	Staff member suspecting harm	Continuous Improvement Register
Report details to the Tec-NQ Chief Executive Officer immediately	Staff member suspecting harm	Written report
Report details to the Police, Chief Executive Officer (Child Safety) or other support services	Staff member suspecting harm	Written Report
Tec-NQ Chief Executive Officer to provide written report to Police, Chief Executive Officer (Child Safety) or other support services immediately.	Tec-NQ Chief Executive Officer	Written Report
Police, Chief Executive Officer (Child Safety) or other support services will investigate allegations.	QPS, Chief Executive Officer (Child Safety) or other support services	N/A
Inform the student's parents unless circumstances suggest that it would be wrong to do so. ²	Tec-NQ CEO	Record action taken
Inform Tec-NQ's governing body.	Tec-NQ CEO	Record action taken
Inform Tec-NQ's insurers.	Tec-NQ CEO / Organisational Development Manager	Record action taken
Attend to public relations.	Tec-NQ CEO	N/A
Take disciplinary action against the respondent if the circumstances require it.	Tec-NQ CEO	HR Procedures
Keep the student and the respondent informed as the matter proceeds.	Tec-NQ CEO / Organisational Development Manager	HR Procedures

² Note: Section 15 of the *Child Protection Act 1999* places responsibility for notifying parents on the child protection agency..

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3. Procedure for Reporting Harm

The following Table outlines the procedures for reporting suspected or allegations of harm or sexual abuse which will apply at Tec-NQ.

Where a reference is made to PROVIDING A WRITTEN REPORT in the below procedures, the following matters are to be included in the written report:

1. name of the person giving the report (the 'first person');
2. the student's name and sex;
3. details of the basis for the first person becoming aware, or reasonably suspecting, that the student has been sexually abused by another person;
4. details of the abuse or suspected sexual abuse;
5. any of the following information of which the first person is aware:
 1. the student's age;
 2. the identity of the person who has abused, or is suspected to have abused the student;
 3. the identity of anyone else who may have information about the abuse or suspected abuse.

PROCEDURES FOR REPORTING HARM	
SCOPE:	applies to: <ol style="list-style-type: none">1. harm of any student who was under 18 years at the time the harm was caused; and2. behaviour of a person or staff member that a student considers is inappropriate.
DEFINITION:	"harm":- <ol style="list-style-type: none">1. is any detrimental effect of a significant nature on a student's physical psychological or emotional well being, however caused.2. can be caused by<ol style="list-style-type: none">1. physical, psychological or emotional abuse or neglect; or2. sexual abuse or exploitation.

PROCEDURE

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Action Required

Subject	If	Then
Reporting Harm	You as a student are aware or reasonably suspect that harm has been caused by anyone to a student of Tec-NQ	Report it immediately to any staff member.
	You are a staff member and you are aware or reasonably suspect that harm has been caused by anyone to a student of Tec-NQ	Report it in writing to the Tec-NQ CEO immediately. Report it in writing to the Police, CEO of Child Safety or other support services.
	You are the CEO and you receive a report of harm or suspected harm to a student of Tec-NQ or you are aware of the harm having been caused or you reasonably suspect the harm to have been caused.	Report it to the Police and CEO of Child Safety or other support services by providing a copy of the written report immediately. Keep a written record of your actions follow up with a copy of the report to the Board of Directors
Reporting Inappropriate Behaviour	You are a student and you wish to report behaviour of a staff member that you consider inappropriate.	Report it immediately to the CEO or an Executive Manager.
	You are the CEO and receive the report under the preceding step.	Interview the student. Interview the staff member named in the report. Interview any other person who may be able to provide useful information . Report your findings, with your recommendation for action to be taken and as CEO take action on the basis of the report.
Reporting Sexual Abuse	You are a staff member and become aware or you reasonably suspect that an employee of	Under the Child Protection Act registered teachers are referred to as 'mandatory reporters'. As such, they must provide a written report to the

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	<p>Tec-NQ or another person has sexually abused or is likely to sexually abuse a student of Tec-NQ who was under 18 at the time.</p>	<p>relevant Government Department which administers the Child Protection Act.</p> <p>Provide a copy of the report to the CEO of Tec-NQ.</p> <p>Contents of the written report are prescribed by the Act. Please refer to the act for the required contents.</p>
	<p>You are the CEO and receive a report.</p>	<p>Report it to the Police and CEO of Child Safety or other support services by providing a copy of the written report immediately.</p> <p>Follow up with a copy of the report to the Board of Directors</p>

3. Harm not covered by specific legislation

Bullying and Harassment

During their education, students may be at risk of harm through bullying and harassment, although, in most cases, harm of this nature is not required to be reported to external authorities, unless it involves criminal behaviour or is harm under the definitions supplied in this policy. The Child Protection Policy should be read in conjunction with the Tec-NQ Anti-bullying and Sexual Harassment policies.

Self-harm

Self-harm may occur with or without suicidal intent; or may be symptomatic of, or associated with, a known medical condition or intellectual disability.

Self-harm with suicidal intent

Youth suicide rates in Australia are among the highest in the industrialised world. Common risk factors include:

1. previous attempts at suicide (most powerful risk predictor);
2. depression;
3. drugs and alcohol abuse;
4. conduct disorder;
5. disruptive and unsupportive family background;
6. relationship conflicts;
7. poor coping skills;
8. psychiatric illnesses;

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9. ready availability of lethal means to commit suicide; and
10. copycat behaviour after an incident of self-harm by another person.
11. recent bereavement;
12. chronic physical illness;
13. anniversary phenomenon (of past losses or major life events);
14. early loss experiences;
15. College failure; and
16. perfectionism and overachievement as a result of students having high expectations of themselves.

Threats of self-harm by a student should be taken seriously and reported to the CEO or an Executive Manager immediately. It is much safer to be cautious and act on the concern, than to do nothing.

An employee who becomes aware of, or suspects, a student is experiencing significant psychological distress, should report the information to the CEO or an Executive Manager.

In the case of an acutely distressed student, the immediate safety of the child is paramount. An employee should ensure the immediate safety of the student, arrange for an adult to be with the student at all times and then report concerns to the CEO or Executive Manager. Employees should note, that while it is important to support a student, they should be careful not to substitute support for professional help.

Following a report, the Executive Manager will engage a counsellor who will meet with the distressed student, **on the day of the report**, to conduct an initial assessment and determine an appropriate course of action. In cases of serious concern, the CEO, or Executive Manager under the direction of the CEO, will notify the student's parents and make arrangements for access to professional assistance.

Self-harm without suicidal intent

Not all cases of self-harm relate to suicidal intent. Students may engage in a variety of high risk behaviours, such as alcohol/substance abuse; drug-taking; unsafe promiscuity; cutting/burning oneself.

All Tec-NQ employees are expected to act to prevent all high risk behaviours occurring within the College, and support any other interventions undertaken to reduce the risk of such behaviours occurring outside the College.

Employees who are aware that a student is engaging in, or is at risk of engaging in, high risk activities should report their concerns to the CEO or an Executive Manager.

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Following a report, the CEO/Executive Manager and the appointed counsellor to determine what course of action should occur. Possible actions include:

17. contacting parents;
18. arranging professional assistance;
19. consulting with local office of Child Safety and
20. contacting the police, where appropriate.

Self-harm as a symptom of a medical condition or intellectual disability

Where it is known that a student has a propensity to engage in self harm that is symptomatic or associated with a known medical condition or intellectual disability, the CEO, in cooperation with other qualified staff and external treating professionals (where applicable) will devise an individual program of management to prevent or reduce the likelihood of the student engaging in self-harm at College.

The program will complement any other management procedures adopted outside the College setting to address the self harm behaviour.

The program of management will be monitored on an on-going basis and modified as appropriate to maximise socially adaptive behaviour.

4. Communication

The Accreditation legislation applying to non-state schools states that is a responsibility of the College Board to demonstrate how it implements the processes it has in place about the health and safety of its staff and students. This includes evidence that the processes are:

1. readily accessible by staff and students; and
2. provide for how staff and students are to be made aware of the processes.

Tec-NQ supplies parents with the Tec-NQ Child Protection Policy via a leaflet which is sent out with student handbooks, reports and/or newsletters. As well leaflets are readily available at various points in the College.

3. Information Leaflet for Parents

Child Protection at Tec-NQ

Tec-NQ recognises that protecting students from harm and the risk of harm is fundamental to maximising their personal and academic potential. For this reason the welfare and best interests of the children within our College will always be a primary consideration.

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We expect our students to show respect to our staff and volunteers and to comply with safe practices and we expect all employees to ensure that their behaviour towards and relationships with students reflect proper standards of care for students, and are not unlawful. The College will respond diligently to a report of suspected or actual harm, or risk of harm to a student.

What does the College mean by harm?

Harm is any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by:

4. Physical, psychological or emotional abuse or neglect;
5. Sexual abuse or exploitation; or
6. Domestic or family violence.

How does Tec-NQ protect students from harm?

Tec-NQ has a comprehensive Student Protection Policy and Child Protection Procedure, which cover the actions to be taken if a member of staff or a parent of the College becomes aware or reasonably suspects that harm has been done to a student of the College by other staff, people outside the College or by other students.

What should you do if you become aware or reasonably suspect that harm has been caused to a student of Tec-NQ by a member of staff, someone outside of the College or by other students?

You should report your concerns IMMEDIATELY to the Chief Executive Officer.

What will happen next?

If you report your concerns to a member of staff other than the CEO, the member of staff will report it in writing to the CEO immediately, or if the subject of the complaint is the CEO then the member of staff will report in writing to the Chairman of the Tec-NQ Board.

What will the CEO or the Chairman of the Board do?

If the CEO or Chairman of the Board receives a report of harm or suspected harm to a student of Tec-NQ it will be reported to Police immediately.

What happens about confidentiality?

Your report will be treated in a confidential manner and with respect. Knowledge of it will be limited to the CEO and the relevant statutory authority and the Chairman of the college Board. It is the College's policy that confidentiality between the college and parents will be respected as much as possible and any concerns raised by parents will not rebound adversely on their children.

Each person who has access to information regarding suspected or disclosed harm has an obligation to observe appropriate confidentiality. However, the College is unable to promise

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absolute confidentiality since the steps of the Policy will require disclosing, internally and externally, certain details involved in responding to the report. Statutory authorities can compel people to give evidence about actions under the Policy and to produce documents. You would be fully informed if information you provided were to be passed on to a third party. Any action, which needed to be taken under staff disciplinary procedures as a result of an allegation not requiring police intervention, would be handled confidentially within Tec-NQ.

How will Tec-NQ help my child?

The CEO will ensure that the following things are done to reduce the chance of harm occurring:

1. Ensure that each staff member understands and fulfils their obligations under this Policy and the Policy for reporting abuse;
2. Ensure that there is an acceptable reference for each staff member engaged since the commencement of this protocol, from his or her previous employer;
3. Require all teachers to be registered or provisionally registered with the College of Teachers (formally Board of Teacher Registration), or to have received special dispensation from the College;
4. Require all non-teaching members of staff and all volunteers and contractors (including Board members), to hold a current Blue Card;
5. In some cases, deemed appropriate by Tec-NQ, paid or unpaid employees who work with children but are not required to hold a Blue Card (e.g. a parent volunteer) may be asked to consent to a criminal history check through the Queensland Police Service; and
6. Ensure that where volunteer parents are working with children, it will always be in the presence of Tec-NQ staff who are cleared to work with children.

If the CEO receives a report of harm to your child, he/she will support the child by:

7. responding rapidly and diligently to the report;
8. reassuring the student;
9. protecting the child's confidentiality as much as possible; and
10. offering continuous support, and providing counselling if requested.

What should I do if I require more information?

Tec-NQ's complete Student Protection Policy and Child Protection Procedure are available at the College administration. Parents and students may have access to this policy at any time. You may also make an appointment to discuss the policy with the CEO if you wish to clarify any matters.

7. Information Leaflet for Students

Every student has the right to feel safe and free from harm while at Tec-NQ. We expect you to respect your teachers and other students and we expect that you will receive the same respect in return. You should never allow yourself to feel unsafe without reporting it to someone you trust.

Who should I tell if I am not feeling safe at Tec-NQ or at home?

Any staff member. If you do not feel like talking to a member of staff you may like to write him or her a letter or email.

What will happen if I report what is happening to a member a staff?

If the concern is worrying you but not causing you immediate harm, then the member of staff will discuss with you ways to solve your problem. If the concern is serious and the member of staff believes that you are being harmed or in danger of being harmed, he or she will report it to the CEO.

What if I don't want the member of staff to tell the CEO?

The member of staff will try to keep your concerns confidential as much as possible. However, if the member of staff is aware or reasonably suspects that harm has been caused by anyone to a student of Tec-NQ, then the law says that the matter must be reported to the CEO and it must be reported to the Police. If the staff member has no choice about reporting what you have told them to some-one else he or she will explain to you exactly what will happen next.

Remember the most important thing is that you feel safe and free from harm. You must tell someone if you are being harmed or are afraid that you will be harmed.

8. Definitions

1. A "child" is a person under 18 years of age.
2. A "student" is any person regardless of age who is enrolled at the College.
3. A "respondent" is defined as the person who an allegation is made against.

4. Harm

Harm is any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by:

1. Physical, psychological or emotional abuse or neglect;
 - Sexual abuse or exploitation.

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Harm can be caused by:

2. a single act, omission or circumstances; or
3. a series or combination of acts, omissions or circumstances.

1. **Child in need of protection**

A child in need of protection is a student who:

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

2. **Sexual Abuse**

Sexual abuse in relation to a relevant person, includes sexual behaviour involving the relevant person and another person in the following circumstances:

1. The other person bribes, coerces, exploits, threatens or is violent toward the relevant person;
2. The relevant person has less power than the other person; and
3. There is significant disparity between the relevant person and the other person in intellectual capacity or maturity.