



# Child Protection Training Policy

## Context

St Patrick's College is a Catholic day and boarding school for boys in the Edmund Rice tradition. It was founded in 1893 and is conducted by Edmund Rice Education Australia (EREA). The College's vision is "raising fine boys to the status of great men".

St Patrick's College is committed to providing a caring, supportive, and safe environment where every student has a place, a voice and their story is known.

This policy should be read in the context of the College Child Protection and Safety Policy.

## Background

EREA, as St Patrick's College's governing authority, sets the policy framework for all EREA schools. These policies have been contextualised for St Patrick's College's particular school environment so that our policies reflect the needs of our students.

## Rationale

St Patrick's College recognises that without training and education of our staff, the School Advisory Council and Direct Contact Volunteers, our policies and procedures will not operate effectively to keep our students safe and protect them from abuse.

## Scope

This Policy applies to all College employees, School Advisory Council members, students, parents, and guardians, third party service providers, volunteers and contractors involved in the College environment.

## Policy Statement

### Statement of Commitment to Child Safety

St Patrick's College is committed to protecting the students in our care. We are committed to providing a child-safe and child-friendly environment, where children and young people are safe and feel safe and are able to actively participate in decisions that affect their lives.

St Patrick's College is committed to the protection of children from all forms of child abuse and demonstrates this commitment through the implementation of a comprehensive Child Protection Program designed to keep children safe. Child abuse includes sexual offenses, grooming, physical violence, serious emotional or psychological harm, serious neglect, and a child's exposure to family violence.

At St Patrick's College we have zero tolerance for child abuse and are committed to acting in the best interests of all children and keeping them safe from harm. 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 maintaining a child-safe culture.



## Procedures

- Child Safety Screening

Prior to commencement in their role, School Advisory Council members, staff, direct contact contractors and direct contact volunteers, must complete child safety questions to help determine their suitability to work with children. This forms part of the interview process.

- Child Safety Training

Prior to commencement in their role, School Advisory Council members, staff, direct contact contractors and direct contact volunteers are required to familiarise themselves with the College's child safety policies and procedures, the EREA Child Safe Code of Conduct, to complete child protection training as part of the induction process and are required to undergo the College's Child Protection training at least annually.

Our Annual Child Safety Training includes training in the following:

- The Victorian Child Safe Standards
- An Overview of the College Child Protection Program (available to staff via Simon)
- The College Child Safety Officers (Simon)
- Student Care, Safety and Welfare Policy
- EREA Child Safety Code of Conduct
- The EREA Child Safeguarding Standards
- Identifying Child Abuse
- Reporting and Legal Obligations (including Mandatory Reporting eLearning Module)
- How to Respond to a Child Protection Incident – PROTECT Four Critical Actions
- Documenting actions
- Forming a Reasonable Belief
- Identifying Student Sexual Offending
- Failure to Disclose Offence and Declarations
- Failure to Protect Offence
- The Reportable Conduct Scheme
- The Principle of Inclusion

## Child Safety Code of Conduct

School Advisory Council members, staff, direct contact contractors and direct contact volunteers must adhere to the EREA/St Patrick's College Child Safety Code of Conduct. The College requires all School Advisory Council Members, staff, direct contact contractors and direct contact volunteers to sign the EREA Child Safety Code of Conduct on an annual basis as an indication of their ongoing understanding of acceptable and unacceptable behaviours, and their commitment to the College's culture of child safety.

## Mandatory Reporters

All staff, School Advisory Council Members and, where the College deems it appropriate, \*direct contact volunteers and direct contact contractors, and all Mandatory Reporters, are required to complete the 'Victorian Education Department Mandatory Reporting and Other Obligations eLearning Module' ('the eLearning Module') when they first commence their role at the College as part of the induction process, and annually thereafter, to ensure ongoing understanding of their obligations.

*\*Direct contact volunteers and direct contact contractors required by the College to undertake the eLearning Module on an annual basis include: sessional music staff, outdoor education specialists and direct contact volunteers such as parent classroom helpers.*



## Child Protection Training Record Keeping

The College maintains a Child Safety Screening/Training Register to record the completion of child safety screening and training. This Register is overseen by the Deputy Principal (Senior Child Safety Officer) and the Risk and Compliance Manager and is maintained by the Risk and Compliance Officer.

## References

- Child Safety Risk
- EREA Child Safety Code of Conduct
- Student Care, Safety and Welfare Policy
- Student Duty of Care
- Staff Induction Program
- PROTECT guide
- Ministerial Order No. 870 – Child Safe Standards
- Child Protection and Safety Policy

---

## Status of Policy

This policy has been developed by St Patrick's College on the 27/11/2019.

This policy is due to be updated in 12 months from the date endorsed by the School Advisory Council unless required earlier.

Next planned review on October 2022.

Date of Policy Rectification: 19/10/2021-Completed by: Amber Henderson-Risk and Compliance Manager

Principal Approval for Rectification: Signed by Principal: Steven O'Connor Date: 27/10/2021

Status of Policy: In Draft Awaiting Approval from the EREA Board