



## CHILD SAFETY RESPONDING AND REPORTING OBLIGATIONS POLICY AND PROCEDURES

### Child Safety responding and reporting obligations (including Mandatory Reporting ) Policy and procedures.

#### PURPOSE

The purpose of this policy is to ensure that all staff and members of our school community understand the various legal and other reporting obligations related to child safety that apply to Warrnambool West Primary School. The specific procedures that are applicable at our school are contained at Appendix A, and Appendix B which includes Responding To Suspected Child Abuse template.

#### SCOPE

This policy applies to all school staff, volunteers and school community members. It also applies to all staff and students engaged in any school and school council-run events, activities and services.

#### POLICY

All children and young people have the right to protection in their best interests.

Warrnambool West Primary School understands the important role our school plays in protecting children from abuse including:

- Physical abuse
- Sexual abuse (including sexual exploitation)
- Family violence
- Emotional abuse
- Neglect (including medical neglect)
- Grooming

Staff at Warrnambool West Primary School are required by law to comply with various child safety reporting obligations. For detailed information about each obligation, please refer to [Identifying and Responding to All Forms of Abuse in Victorian Schools](#).

At Warrnambool West Primary School we also recognise the diversity of the children and young people at our school and take account of their individual needs and backgrounds when considering child safety. Our Child Safe Policies, procedures, strategies and practices will be inclusive of the needs of all children, particularly Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable.

## Mandatory Reporting

The following individuals are mandatory reporters under the *Children, Youth and Families Act 2005* (Vic):

- Victorian Institute of Teaching (VIT) registered teachers, including principals
- School staff who have been granted permission to teach by the VIT
- registered medical practitioners and nurses
- registered psychologists
- all members of the police force
- People in religious ministry
- Staff who provide direct support to students for mental, emotional or psychological wellbeing, including (but not limited to) school health and wellbeing staff, primary welfare coordinators, student wellbeing coordinators, mental health practitioners, chaplains, and Student Support Services staff

All mandatory reporters must make a report to the Department of Health and Human Services (DHHS) Child Protection as soon as practicable if, during the course of carrying out their professional roles and responsibilities, they form a belief on reasonable grounds that:

- a child has suffered, or is likely to suffer, significant harm as a result of physical abuse and/or sexual abuse, and
- the child's parents have not protected, or are unlikely to protect, the child from harm of that type.

A mandatory reporter who fails to comply with this legal obligation may be committing a criminal offence. It is important for all staff at Warrnambool West Primary School to be aware that they are legally obliged to make a mandatory report on each occasion that they form a reasonable belief that a child is in need of protection and they must make a mandatory report even if the principal does not share their belief that a report is necessary.

At our school, all mandated school staff must undertake the *Mandatory Reporting and Other Obligations eLearning Module* annually. We also require all other staff to undertake this module, even where they are not mandatory reporters.

For more information about Mandatory Reporting see the Department's *Policy and Advisory Library: [Protecting Children — Reporting and Other Legal Obligations](#)*.

### Child in need of protection

Any person can make a report to DHHS Child Protection (131 278 – 24 hour service) if they believe on reasonable grounds that a child is in need of protection.

The policy of the Department of Education and Training (DET) requires **all staff** who form a reasonable belief that a child is in need of protection, to report their concerns to DHHS or Victoria Police, and discuss their concerns with the school leadership and/or Wellbeing team.

For more information about making a report to DHHS Child Protection, see the Department's *Policy and Advisory Library: [Protecting Children — Reporting and Other Legal Obligations](#) and [Four Critical Actions for Schools: Responding to Incidents, Disclosures and Suspicions of Child Abuse](#)*.

At Warrnambool West Primary School we also encourage all staff to make a referral to Child FIRST when they have significant concern for a child's wellbeing. For more information about making a referral to Child FIRST see the *Policy and Advisory Library: [Protecting Children — Reporting and Other Legal Obligations](#) and W.E.P.S Keeping Children Safe, Resource Kit for Staff*.

## Reportable Conduct

Our school must notify the Department's Employee Conduct Branch (9637 2594) if we become aware of an allegation of 'reportable conduct'.

There is an allegation of reportable conduct where a person has formed a reasonable belief that there has been:

- a sexual offence (even prior to criminal proceedings commencing), sexual misconduct or physical violence committed against, with or in the presence of a child
- behaviour causing significant emotional or physical harm to a child
- significant neglect of a child, or
- misconduct involving any of the above

The Department, through the Employee Conduct Branch, has a legal obligation to inform the Commission for Children and Young People when an allegation of reportable conduct is made.

Our principal must notify the Department's Employee Conduct Branch of any reportable conduct allegations involving current or former teachers, contractors, volunteers (including parents), allied health staff and school council employees.

If school staff become aware of reportable conduct by any person in the above positions, they should notify the school principal immediately. If the allegation relates to the principal, they should notify the Regional Director.

For more information about Reportable Conduct see the Department's *Policy and Advisory Library: [Reportable Conduct](#)*.

## Failure to disclose offence

Reporting child sexual abuse is a community-wide responsibility. All adults (ie persons aged 18 years and over), not just professionals who work with children, have a legal obligation to report to Victoria Police, as soon as practicable, where they form a 'reasonable belief' that a sexual offence has been committed by an adult against a child under the age of 16 by another person aged 18 years or over.

Failure to disclose information to Victoria Police (by calling 000 or local police station) as soon as practicable may amount to a criminal offence unless a person has a 'reasonable excuse' or exemption from doing so.

"Reasonable belief" is not the same as having proof. A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds.

For example, a 'reasonable belief' might be formed when:

- a child states that they have been sexually abused
- a child states that they know someone who has been sexually abused (sometimes the child may be talking about themselves)
- someone who knows a child states that the child has been sexually abused
- professional observations of the child's behaviour or development leads a mandated professional to form a belief that the child has been sexually abused
- signs of sexual abuse leads to a belief that the child has been sexually abused.

“Reasonable excuse” is defined by law and includes:

- fear for the safety of any person including yourself or the potential victim (but not including the alleged perpetrator or an organisation)
- where the information has already been disclosed, for example, through a mandatory report to DFFS Child Protection.

### **Failure to protect offence**

This reporting obligation applies to school staff in a position of authority. This can include principals, assistant principals and campus principals. Any staff member in a position of authority who becomes aware that an adult associated with their school (such as an employee, contractor, volunteer or visitor) poses a risk of sexual abuse to a child under the age of 16 under their care, authority or supervision, must take all reasonable steps to remove or reduce that risk.

This may include removing the adult (ie persons aged 18 years and over) from working with children pending an investigation and reporting your concerns to Victoria Police.

If a school staff member in a position of authority fails to take reasonable steps in these circumstances, this may amount to a criminal offence.

### **Grooming**

Grooming is a criminal offence under the *Crimes Act 1958* (Vic). This offence targets predatory conduct undertaken by an adult to prepare a child, under the age of 16, to engage in sexual activity at a later time. Grooming can include communicating and/or attempting to befriend or establish a relationship or other emotional connection with the child or their parent/carer.

### **Further information**

For more information about these offences and reporting obligations see: [Protecting Children — Reporting and Other Legal Obligations](#).

## **RELATED POLICIES AND FURTHER INFORMATION**

Child Safety Policy, Child Safety Resource Kit for staff, Child Safe Reporting template

## **REVIEW CYCLE**

This policy was last updated on 17/8/2021 and is scheduled for review on 8/2023

## CHILD SAFETY RESPONDING AND REPORTING PROCEDURES AT WARRNAMBOOL WEST PRIMARY SCHOOL

### For students

- All students should feel safe to speak to any staff member to raise any concerns about their safety or any other concerns that they have.
- If a student does not know who to approach at Warrnambool West Primary School they should start with Clare Monk Child Safety Officer, or any member of the Wellbeing or Leadership team.
- Children across the School are encouraged to report any fears/concerns to their teacher or members of the Wellbeing team and/or Leadership team.

### Managing disclosures made by students

#### When managing a disclosure you should:

- listen to the student and allow them to speak
- stay calm and use a neutral tone with no urgency and where possible use the child's language and vocabulary (you do not want to frighten or interrupt the child)
- be gentle, patient and non-judgmental throughout
- highlight to the student that it was important for them to tell you about what has happened
- assure them that they are not to blame for what has occurred
- do not ask leading questions, for example gently ask, "What happened next?" rather than "Why?"
- be patient and allow the child to talk at their own pace and in their own words
- do not pressure the child into telling you more than they want to, they will be asked a lot of questions by other professionals and it is important not to force them to retell what has occurred multiple times
- reassure the child that you believe them and that disclosing the matter was important for them to do
- use verbal facilitators such as, "I see", restate the child's previous statement, and use non-suggestive words of encouragement, designed to keep the child talking in an open-ended way ("what happened next?")
- tell the child in age appropriate language you are required to report to the relevant authority to help stop the abuse, and explain the role of these authorities if appropriate (for a young child this may be as simple as saying "I will need to talk to people to work out what to do next to help you").

### ***When managing a disclosure you should AVOID:***

- displaying expressions of panic or shock
- asking questions that are investigative and potentially invasive (this may make the child feel uncomfortable and may cause the child to withdraw)
- going over the information repeatedly (you are only gathering information to help you form a belief on reasonable grounds that you need to make a report to the relevant authority)
- making any comments that would lead the student to believe that what has happened is their fault
- making promises to the child about what will occur next or that things will be different given the process can be unpredictable and different for each child depending on their circumstances (instead reassure them that you and others will do your best to help).

## **General procedures**

Our school will follow the [Four Critical Actions for Schools: Responding to Incidents, Disclosures and Suspicions of Child Abuse](#) (Four Critical Actions) when responding to incidents, disclosures and suspicions of child abuse.

All staff at our school who believe that a child is in need of protection, even if it doesn't meet the threshold required for mandatory reporting or the staff member is not a mandatory reporter, should in the first instance, speak to the Principal/Assistant Principal and/or a member of the Wellbeing team or should make the required reports to DHHS Child Protection and/or Victoria Police as necessary.

At our school our Child Safety Officer with support from the Wellbeing team will be responsible for monitoring overall school compliance with this procedure.

Nothing in this procedure prevents a staff member or any other person from reporting to the relevant authorities if they form a reasonable belief that a child is at risk of abuse.

## **Reporting suspicions, disclosures or incidents of child abuse**

### **Responsibilities of all school staff**

If a school staff member reasonably suspects or witnesses an incident of child abuse or receives a disclosure of child abuse, they must:

- If a child is at immediate risk of harm, separate alleged victims and others involved, administer first aid and call 000.
- Speak to the principal/a member of the leadership team/wellbeing team as soon as possible, who will follow the [Four Critical Actions](#).
- Make detailed notes of the incident or disclosure to be recorded on Compass or use the [Responding to Suspected Child Abuse: Template](#) and ensure that those notes are kept and stored securely in the child's central file.
- If the staff member is a mandatory reporter and reasonably believes that a student has suffered physical and/or sexual abuse from which the child's parents have not protected the child, they must make a report to DHHS Child Protection or request a report be made by a member of the Leadership or Wellbeing team. It is up to the person who has formed a belief to make sure the report has been made and if it hasn't they must make the report themselves.

In circumstances where a member of the leadership team disagrees that a report needs to be made, but the staff member has formed a 'reasonable belief' that the child is in need of protection and/or has been the victim of sexual abuse, the staff member must still contact DHHS Child Protection and/or Victoria Police to make the report.

### **Responsibilities of Principal/Leadership Team Member/Wellbeing Staff**

The Principal or delegate including members of the Leadership team and Wellbeing team is responsible for promptly managing the school's response to an incident, suspicion or disclosure of child abuse, and ensuring that the incident, suspicion or disclosure is taken seriously. The Principal and/or delegate is also responsible for responding appropriately to a child who makes or is affected by an allegation of child abuse.

If any staff member receives a report from a school staff member or member of the school community of a suspicion, disclosure or incident of child abuse, they must:

- Follow the [Four Critical Actions](#) as soon as possible, including:
  - Responding to an emergency
  - Reporting to authorities/referring to services
  - Contacting parents/carers, and
  - Providing ongoing support.
- Make detailed notes of the incident or disclosure, including actions taken and ensure that those notes are kept and stored securely in the locked central filing cabinet and/or recorded on Compass. They are also responsible for ensuring that any staff member who reported the incident, disclosure or suspicion to them also makes and keeps notes of the incident.
- At Warrnambool West Primary School the principal and/or members of the Wellbeing team will be responsible for ensuring that there is a prompt response to the disclosure and that the child is appropriately supported.

If the principal/other nominated staff member responsible above is unavailable, the assistant principal or their delegate will take on the role and responsibilities described in this section.

### **Duty of care and ongoing support for students**

Fulfilling the requirements in this procedure does not displace or discharge any other obligations that arise if a person reasonably believes that a child is at risk of abuse. All staff have a duty of care to take reasonable steps to prevent reasonably foreseeable harm to students. All staff must ensure that principal/assistant principal or a member of the wellbeing team is aware of any incidents, suspicions or disclosures of child abuse as soon as possible after they occur. This will allow appropriate supports to be put in place for the student affected.

### **For school visitors, volunteers and school community members**

All community members aged 18 years or over should be aware of their legal obligations – see *Failure to disclose offence* above, in this Policy.

Any person can make a report to DHHS Child Protection if they believe on reasonable grounds that a child is in need of protection. For contact details see the Four Critical Actions - <https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActionsChildAbuse.pdf>

There is no requirement for community members to inform the school if they are making a disclosure to DHHS Child Protection or the Victoria Police. However, where a community member is concerned about the safety of a child or children at the school, and where disclosure of that concern will not compromise any potential police investigation, the community member should report this concern to the principal so that appropriate steps to support the student can be taken.

<p><b>Is it compulsory for all Victorian government schools to have policies addressing this issue?</b></p>	<p>YES - All schools must demonstrate compliance with each of the seven standards, and take account of the principle of inclusion when implementing the standards.</p>
<p><b>Do the policies have to be approved by school council?</b></p>	<ul style="list-style-type: none"> <li>• <b>Child Safety Policy: NO</b></li> <li>• <b>Child Safety Code of Conduct: YES, school council needs to approve the code of conduct to the extent it applies to school council employees and members, unless delegated to the principal</b></li> <li>• <b>Child Safety Responding and Reporting Obligations (including Mandatory Reporting) policy and procedures: NO</b></li> <li>• <b>Child Safety Risk Assessment Register: NO</b></li> </ul>
<p><b>Recommended consultation</b></p>	<p>If appropriate, schools can consult school council, students, parents/carers and the school community when formulating and updating child safety documents.</p>
<p><b>What is the basis of these policies?</b></p>	<ul style="list-style-type: none"> <li>• <a href="#">Ministerial Order 870</a></li> <li>• Minimum Standards for school registration (and school reviews)</li> </ul>
<p><b>Recommended review cycle</b></p>	<p>3 to 4 years</p>



## Responding to suspected child abuse:

### Responding to an Incident, Disclosure or Suspicion of Child Abuse at WWPS

When staff are concerned about the safety and wellbeing of a child or young person, they must assess that concern to determine if a report should be made to the relevant agency. This process of considering all relevant information and observations is known as forming a 'reasonable belief'.

**If staff have a concern but haven't formed a 'reasonable belief', they must discuss with the Principal or delegate and document their concerns on the student's Compass page under the Wellbeing Referral tab.**

### Four critical actions for schools – responding to incidents, disclosures and suspicions of child abuse

- Responding to an emergency
- Reporting to authorities
- Contacting parents/carers
- Providing ongoing support

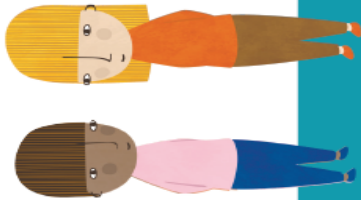
## FOUR CRITICAL ACTIONS FOR SCHOOLS

# Responding to Incidents, Disclosures and Suspicions of Child Abuse

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### YOU MUST TAKE ACTION

As a school staff member, you play a critical role in protecting children in your care.

- You must act, by following the 4 critical actions, as soon as you witness an incident, receive a disclosure or form a reasonable belief that a child has, or is at risk of being abused.
- You must act if you form a suspicion/ reasonable belief even if you are unsure and have not directly observed child abuse (e.g. if the victim or another person tells you about the abuse).
- You must use the **Responding to Suspected Child Abuse** template to keep clear and comprehensive notes.

*\* A reasonable belief is a deliberately low threshold. This enables authorities to investigate and take action.*

## 1 RESPONDING TO AN EMERGENCY

If there is no risk of immediate harm go to **Action 2**

If a child is at immediate risk of harm you must ensure their safety by:

- separating alleged victims and others involved
- administering first aid
- calling **000 for urgent medical and/or police assistance** to respond to immediate health or safety concerns
- identifying a contact person at the school for future liaison with Police.

Where necessary you may also need to maintain the integrity of the potential crime scene and preserve evidence.

## 2 REPORTING TO AUTHORITIES

As soon as immediate health and safety concerns are addressed you must report all incidents, suspicions and disclosures of child abuse as soon as possible. Failure to report physical and sexual child abuse may amount to a criminal offence.

Q: Where does the source of suspected abuse come from?

### WITHIN THE SCHOOL

**VICTORIA POLICE**  
You must report all instances of suspected child abuse involving a school staff member, contractor or volunteer to Victoria Police.

You must also report internally to:

**GOVERNMENT SCHOOLS**

- School Principal and/ or leadership team
- Employee Conduct Branch
- DET Security Services Unit

**CATHOLIC SCHOOLS**

- School Principal and/ or leadership team
- Diocesan education office

**INDEPENDENT SCHOOLS**

- School Principal and/ or school chairperson

### WITHIN THE FAMILY OR COMMUNITY

**DHHS CHILD PROTECTION**  
You must report to DHHS Child Protection if a child is considered to be:

- in need of protection from child abuse
- at risk of being harmed (or has been harmed) and the harm has impact on the child's safety, stability or development.

You must also report internally to:

**GOVERNMENT SCHOOLS**

- School Principal and/ or leadership team
- DET Security Services Unit

**CATHOLIC SCHOOLS**  
You must also report to:

- School Principal and/ or leadership team
- Diocesan education office

**INDEPENDENT SCHOOLS**  
You must also report to:

- School Principal and/ or chairperson

If you believe that a child is not subject to abuse, but you still hold significant concerns for their wellbeing you must still act. This may include making a referral or seeking advice from Child FIRST (in circumstances where the family are open to receiving support), or to DHHS Child Protection or Victoria Police.

## 3 CONTACTING PARENTS/CARERS

Your Principal must consult with DHHS Child Protection or Victoria Police to determine what information can be shared with parents/carers. They may advise:

- not to contact the parents/ carer (e.g. in circumstances where the parents are alleged to have engaged in the abuse, or the child is a mature minor and does not wish for their parent/ carer to be contacted)
- to contact the parents/ carers and provide agreed information (this must be done as soon as possible, preferably on the same day of the incident, disclosure or suspicion).

## 4 PROVIDING ONGOING SUPPORT

Your school must provide support for children impacted by abuse. This should include the development of a **Student Support Plan** in consultation with wellbeing professionals. This is an essential part of your duty of care requirements.

Strategies may include development of a safety plan, direct support and referral to wellbeing professionals.

You must follow the **Four Critical Actions** every time you become aware of a further instance or risk of abuse. This includes reporting new information to authorities.

### CONTACT

**DHHS CHILD PROTECTION**

**AREA**  
North Division **1300 664 9777**  
South Division **1300 655 795**  
East Division **1300 360 391**

West Division (Rural) **1800 075 599**  
West Division (Metro) **1300 664 9777**

**AFTER HOURS**  
After hours, weekends, public holidays **13 12 78**

**CHILD FIRST**  
www.dhhs.vic.gov.au

**VICTORIA POLICE**  
000 or your local police station

**DET SECURITY SERVICES UNIT**  
(03) 9589 6266

**STUDENT INCIDENT AND RECOVERY UNIT**  
(03) 9637 2934

**EMPLOYEE CONDUCT BRANCH**  
(03) 9637 2595

**DIOCESAN OFFICE**  
Melbourne (03) 9287 0228  
Ballarat (03) 5337 7135  
Sale (03) 5622 6600  
Sandhurst (03) 5443 2377

**INDEPENDENT SCHOOLS VICTORIA**  
(03) 9825 7200

**DHHS WARRNAMBOOL 55619444**

For further information:

<http://www.education.vic.gov.au/about/programs/health/protect/Pages/schcritical.aspx>