



## Oxford Falls Grammar Child Protection Policy

**Date Updated: March 2023**

This policy sets out staff responsibilities for child protection and processes that staff must follow in relation to child protection matters. This policy applies to all staff members, which includes employees, contractors and volunteers.

Staff members who fail to adhere to this policy may be in breach of their terms of employment.

### Legislative Framework

There are four key pieces of child protection legislation in New South Wales:

- the *Children and Young Persons (Care and Protection) Act 1998* (“**Care and Protection Act**”);
- the *Child Protection (Working with Children) Act 2012* (“**WWC Act**”);
- the *Children’s Guardian Act 2019* (“Children’s Guardian Act”)
- the *Crimes Act 1900* (“*Crimes Act*”).

The school also subscribes to the implementation of the Child Safe Standards

### Related policies

There are a number of other School policies that relate to child protection that staff members must be aware of and understand including (but not limited to):

- Staff Code of Conduct (includes Staff Grievance Policy in appendix)
- Work Health and Safety
- Equal Opportunity
- Grievance Policy Procedures (parents)
- K-12 Anti-Bullying
- Staff Guidance and Corrective Counselling
- Privacy Policy

### Compliance and records

The Principal (or their delegate) monitors compliance with this policy and securely maintains School records relevant to this policy, which includes:

- register of staff members who have completed Child Protection training annually;
- working with children check clearance (WWCC clearance) verifications;
- mandatory reports to the Department of Communities and Justice (DCJ), previously known as Family and Community Services; and
- reports of reportable conduct allegations, the outcome of reportable conduct investigations, and/or criminal convictions.

### End of Policy