



# Child Protection Policy

2024

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## 1. Introduction

The Jasper Road Public School Parents and Citizens (P&C) Association (hereinafter referred to as "The Association") is committed to providing a safe and supportive environment for all children participating in its activities and programs. This Child Protection Policy outlines our commitment to protecting children from any form of abuse, including physical, emotional, sexual, or neglectful behavior, in compliance with the laws and regulations of New South Wales (NSW), Australia.

## 2. Policy Statement

The Association acknowledges that protecting children is a shared responsibility among parents, caregivers, volunteers, and staff members. We are committed to promoting the welfare and safety of children by:

- Providing an environment where children feel safe, respected, and valued.
- Implementing proactive measures to prevent child abuse.
- Responding promptly and appropriately to any concerns or allegations of child abuse, in accordance with NSW legislation.
- Complying with all relevant laws, regulations, and guidelines related to child protection in NSW.
- Promoting the awareness and education of child protection among our community, consistent with NSW requirements.

### 3. Code of Conduct

The Association expects all staff, volunteers, and members to adhere to a Code of Conduct that reflects our commitment to child protection. The Code of Conduct includes the following expectations, which align with NSW laws:

- a) Treat all children with respect, dignity, and fairness, in accordance with the NSW Child Protection (Working with Children) Act 2012.
- b) Never engage in any form of physical, emotional, or sexual abuse, as specified by the NSW Crimes Act 1900.
- c) Always maintain appropriate boundaries and avoid behavior that could be construed as inappropriate, as per NSW Child Safe Standards and NSW Education Standards Authority (NESA) guidelines.
- d) Communicate and engage with children in a transparent and accountable manner, complying with NSW Education Standards Authority (NESA) requirements.
- e) Report any concerns or suspicions of child abuse promptly and confidentially to the appropriate authorities, in line with the NSW Mandatory Reporter Guide in the case of being a mandatory reporter.
- f) If members are not deemed “mandatory reporter” but have any concerns they should speak as soon as possible to the school or principal about these concerns in a confidential manner. All members of the school community are responsible for declaring any concerns to authorities or the school.

For further details see the *JRPS P&C Association Code of Conduct* Policy and relevant NSW government documentation referred to above.

### 4. Volunteer Eligibility and Screening

All staff members, volunteers, and P&C members involved in activities or programs involving children must complete the following screening requirements before commencing their volunteer activities:

- a) Be confirmed as a parent or guardian of a child attending JRPS or current financial member of the JRPS P&C Association
- b) When appropriate they may need to submit the “Declaration for Child-Related Workers” documentation to perform certain roles, such as working inside the Disco (and at other events at the discretion of the President). Increased vulnerability of students inside the dark and noisy disco environment - volunteers should always remain in pairs (2 volunteers together) while inside the disco. The “Declaration for Child-Related Workers” document can be sourced online from the Department of Education or from the JRPS office. Note that school staff will require time to complete the checks required by the declaration – so this should be done as early as possible to allow for the school to approve the volunteer.

Note: Most volunteers do not require a WWCC (Working With Children Check) for volunteering at JRPS P&C if they fulfil the requirements for exception (see relevant documentation)

Criminal record checks and/or Working with Children Check clearance may be required, at the discretion of Jasper Road Public School Staff, the JRPS P&C President or as mandated by the NSW Child Protection (Working with Children) Act 2012.

## **5. Reporting and Responding to Concerns**

5.1. Any concerns or allegations of child abuse, whether made by a child or an adult, will be taken seriously and responded to promptly, in accordance with the NSW Children and Young Persons (Care and Protection) Act 1998.

5.2. The Association will follow established reporting procedures as outlined by the NSW Office of the Children's Guardian and other relevant child protection authorities in NSW.

## **6. Confidentiality and Information Sharing**

6.1. All information related to child protection concerns will be treated with the utmost confidentiality, shared only with relevant personnel on a need-to-know basis, in accordance with NSW privacy laws.

6.2. Any breaches of confidentiality may result in disciplinary action, consistent with NSW regulations and organizational policies.

## **7. Review and Monitoring**

7.1. This Child Protection Policy will be regularly reviewed and updated to ensure it remains current and aligned with the laws and regulations of NSW, Australia. It will be reviewed at least once every 3 years or as necessary to ensure its continued effectiveness, compliance with relevant legislation, and alignment with the objectives of Jasper Road Public School P&C Association.

7.2. Any amendments or revisions to this policy must be approved at a general meeting of the JRPS P&C Association (with 1 month notice and review time by financial members of the JRPS P&C Association)

7.3. The Association will establish mechanisms to monitor the implementation and effectiveness of this policy, including regular audits, feedback from staff, volunteers, and parents, and any reported incidents or concerns. Any identified gaps or areas for improvement will be addressed promptly.

## **8. Communication and Awareness**

8.1. This Child Protection Policy will be readily available to all staff members, volunteers, and P&C members, accessible through the JRPS P&C Association's website, or other appropriate channels.

8.2. The Association will actively promote awareness of child protection among its community, including organizing educational sessions, workshops, or guest speakers, in line with the guidelines and recommendations of the NSW Department of Education.

## 9. Compliance

Non-compliance with this policy, including any breach of child protection laws, may result in disciplinary action, termination of association membership or employment, and, if appropriate, referral to relevant authorities in accordance with the requirements of NSW legislation.

This Child Protection Policy of The Association aligns with the laws and regulations of New South Wales, Australia, and reflects our unwavering commitment to safeguarding children. It will be actively implemented, communicated, and regularly reviewed to ensure its effectiveness and compliance with legal requirements.

As adopted by the *Jasper Road Public School* P&C Association General Meeting, Monday 21 October 2024.

Signed President: Sarah Bramley

Date: 21/10/2024

Witnessed Principal: Craig Warner

Date: 21/10/2024