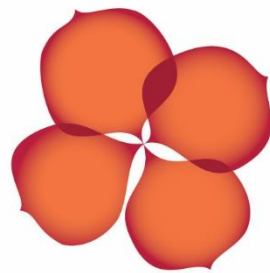


# **POLICY** **Child Protection**



**NT**  
**CHRISTIAN**  
**SCHOOLS**

## DOCUMENT INFORMATION

**Document Title:** Child Protection Policy  
**Policy Category:** SW - Safety and wellbeing  
**Policy Monitor:** Senior Director Education  
**Contact:** policy@ntchristianschools.com.au  
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## AMENDMENT HISTORY

Version	Date	Changes Made
1.0	2010	Dated adopted (previous history unknown)
1.3	4/2013	Edit details unknown
2.0	06/2020	Edit details unknown
3.0	09/2024	Added new preamble due to amendments to Anti-discrimination Act NT. Amendments to Education Act Nov 2023 required compliance with National Principles of Child Safe Organisations. Collated definitions, edited language to make more accessible and bring clarity around compliance, minor grammatical edits. New policy template.

# 1 Preamble

NT Christian Schools is an organisation that exists to advance the Christian religion through the provision of high-quality education and training services and religious instruction. A holistic and relational approach to learning for each individual student, underpinned by a biblical world view provides an education for the whole person, for the whole of life.

We believe that the Christian faith is a life-transforming faith that will be authentically evidenced in a believer's actions. The bible exhorts us to pursue godliness and to model biblical standards of behaviour. Everything we do, our practices, our conduct, our use and stewardship of resources is an act of worship to God and a witness to those around us.

All members of the NT Christian Schools community are to be committed to ensuring a safe and caring environment for students, staff and the whole community in a manner that is consistent with the Christian ethos and beliefs of NT Christian Schools.

Employees and those a policy applies to are fully supported by NT Christian Schools in ensuring compliance with these documents.

# 2 Purpose

The care and protection of all people within NT Christian Schools is central to every aspect of our operation. We believe that our schools, programs, entities and learning communities, must be places where; in witnessing for Christ, we strongly demonstrate a commitment to the safety and wellbeing of all members of the community. This arises from the understanding that all people are made in God's image and are entitled to be treated with respect and care.

Children are particularly vulnerable to harm. God calls us to be especially mindful of striving to protect children.

The care and protection of children from any kind of abuse or neglect, as defined under the *Care and Protection of Children Act (2007) NT* and other related legislation, specifically involves:

- Providing a safe and transparent environment for children as well as staff, volunteers and others operating within the NT Christian Schools community;
- Preventing harm, as is reasonably possible, to a child or any person within the NT Christian Schools community.
- Dealing seriously with any reports that a child or person is at risk of harm in a prompt and appropriate manner;
- Educating the children in our care concerning their rights and equipping them with appropriate skills for avoiding uncomfortable or abusive situations, and how to report them if they do happen;
- Training staff and adults engaging with activities of NT Christian Schools to recognise and appropriately deal with, and report situations where a child or person may be at risk of harm.

### 3 Policy applies to

This applies to every person who interacts with children/students enrolled in any entity or program governed or run by NT Christian Schools.

The policy is available to all parents, carers, students, staff, volunteers and contractors via the NT Christian Schools website and on request in hard copy form from the NT Christian Schools Business Service Office as required.

The policy is available to all staff via the NT Christian Schools Canvas *Policy and Advisory Library*.

### 4 Policy

This policy will be publicly available and referenced in parent, student and all staff handbooks along with other relevant policies of NT Christian Schools. Our *Commitment to Child Safety* statement will be displayed at each reception area where NT Christian Schools operates its schools, education and care services and business operations.

#### 4.1 Guiding Principles

NT Christian Schools is a Christian community learning together to live life as God intended, offering hope to the world<sup>1</sup>.

All schools and entities operating under the governance of NT Christian Schools are responsible for providing a safe environment for children and young people, and providing education and care which fosters their health and development needs, spirituality, self-respect and dignity.

We are entrusted by parents with the care of their children, who are precious in the sight of God<sup>2</sup>.

#### 4.2 Our Comprehensive Approach to Protection

NT Christian Schools' commitment to child protection is intended not only to prevent abuse, but to intentionally create within our community an environment where trust and growth flourish. Policies are put in place to facilitate consistent and transparent practices that create a culture and environment across our schools, programs, entities and learning communities which safeguards the physical, spiritual, emotional and psychological safety and general wellbeing of all children and students engaged with NT Christian Schools, as well as our staff, volunteers and other people interacting with the organisation.

Therefore, we endeavour in all aspects of our operations to provide a safe environment by;

- Abiding by our Safe and Wellbeing Policy Suite, Early Learning Policy Suite, Human

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<sup>1</sup> NT Christian Schools Vision Statement

<sup>2</sup> The Holy Bible; Genesis 1:26-27, Genesis 48:9, Psalm 68:5, Psalm 127:3, Proverbs 17:6, Matthew 18:5-6 & 10, Matthew 19:13-15

Resources Policy Suite and Teaching and Learning Policy Suite to minimise risk and promptly respond appropriately to all wellbeing and safety concerns.

- Follow a rigorous recruitment and screening process as articulated in the Recruitment Selection and Screen of Staff Policy.
- Providing training for new staff regarding expectations and obligations for child safety, mandatory reporting and risk management as soon as practicable after commencing their role. This also extends to students who enter into an employment or trainee arrangement with NT Christian Schools.
- Provide ongoing professional development for all staff on all aspects of duty of care, child safety, mandatory reporting, trauma-informed care, cultural awareness training, inclusion, engagement, and risk management to help create an environment where all employees have the skills, knowledge and confidence to safeguard children.
- Communicating clear guidelines for staff-student, student-student and parent, volunteer, visitor and contractor interactions<sup>3</sup>.
- Requiring all regularly engaged volunteers, contractors and visitors to:
  - Provide details of their Working With Children Clearance, which will be recorded on NT Christian Schools data management systems.
  - Sign statement of understanding of, and agreement with the Parent, Volunteer, Visitor and Contractor Code of Conduct, which will be recorded on NT Christian Schools data management systems.
  - When a parent or volunteer is to support an excursion, they are to complete a Volunteer Application form, and if the excursion includes overnight stay, undertake child safe, mandatory reporting and duty of care training provided by NT Christian Schools.
- Education of students about appropriate behaviour toward each other and from others, including adults to them, in school curriculum and pastoral care programs.
- Ensure policies related to expectation of behaviour and conduct, and how to raise concerns or complaints are accessible and promoted to all members of the NT Christian Schools community, including students to inform them of their, obligations, rights and how to access help if required.
- Consider the physical layout and purpose of facilities on our campuses and when planning events off-site.
- Be diligent when planning events and activities, giving thorough consideration to assessing risk and taking actions to minimise and reduce the potential exposure to hazards and risks.
- Continually review and endeavour to meet best practice strategies for providing a safe

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<sup>3</sup> Staff and Board Code of Conduct; Parent, Volunteer, Visitor and Contractor Code of Conduct; Student Code of Conduct.

online and digital environment for student learning.

- Provide training to staff, students and the parent community about cyber safety and appropriate digital communications and behaviour.
- Respond promptly and appropriately to feedback, concerns, complaints and any allegations or disclosure of abuse, inappropriate behaviour or unsafe practice occurring within, or otherwise affecting any of our schools, programs, entities and learning communities in a transparent, timely and child-focused manner, following NT Christian Schools policies and procedures regardless of who has raised the matter or what the matter is about.
- Complying with all legislative requirements in regard to child safety, education and reporting.
- Seeking to continually review processes and our campus environments and be informed by best practice.

## 5 Roles and responsibilities

Evidence of Compliance	
<b>Board of Directors</b>	
Ensure policy and procedure meet legislative requirements and set a standard and practice of safety and wellbeing for all people.	NT Christian Schools policy suite
Conduct regular review and self-assessment of all Safety and Wellbeing policy and related practices.	Self-assessment and audit reports
<b>CEO</b>	
Lead a culture of high expectations in regard to embedding safety and wellbeing into the organisation.	Communications, Meeting notes
Ensure training requirements are met across the organisation.	Induction plans and records PD plans and records
<b>Principals / ELC Directors / Operational Directors</b>	
Ensure compliance with NT Christian Schools' policy and procedures	Data records Regular reviews
Lead a culture of high expectations in regard to embedding safety and wellbeing into the organisation.	Communications, Meeting notes
Ensure appropriate screening and compliance with Working With Children Checks for recruitment of volunteers and staff	Data records / registers

<b>Evidence of Compliance</b>	
Ensure full induction training is provided to new staff.	Induction plans and records
Ensure all staff undertake biannual training in regard to child safety and mandatory reporting.	PD plans and records
<b>Human Resources Manager</b>	
Ensure appropriate screening and compliance with Working With Children Checks for recruitment of staff	Data records / register
Maintain up to date register of staff and volunteer Working With Children Check	Data records / register
<b>All Staff</b>	
Abide by policies and procedures of NT Christian Schools.	
Uphold a transparent culture and environment in regard to all aspects of safety for all people.	
Respond to concerns (yours or others), complaints and feedback in a transparent, timely, and child-focused manner.	Complaints Register Communications records
Maintain a current Working With Children Check, provide details to NT Christian Schools as per procedures	Data records / register
<b>Parents, Volunteers, Visitors and Contractors</b>	
Abide by the Parent, Volunteer, Visitor and Contractor Code of Conduct uphold a transparent culture and environment in regard to all aspects of safety for all people.	
Abide by NT Mandatory Reporting requirements and raise any safety concerns with campus leadership.	
Obtain a Working With Children Check, and provide up-to-date details to NT Christian Schools as required when engaging in activities or providing services.	Data records / register

## 6 Definitions and acronyms

The following terms used throughout this policy are defined as follows:

Term	Definition
<b>Child</b>	A person younger than 18 years of age or a person apparently younger than 18 years of age if the person's age cannot be proven <sup>4</sup> . In addition for this policy any person (despite age) enrolled to receive education or care from a secondary school or program of NT Christian Schools will be considered a child for the purpose of care and protection.
<b>Harm</b>	Any significant detrimental effect caused by an act, omission or circumstance on: <ul style="list-style-type: none"> <li>The physical, psychological or emotional wellbeing of development of a child<sup>5</sup>.</li> </ul> Harm can be caused by, but not limited to: <ul style="list-style-type: none"> <li>Physical, psychological or emotional abuse or neglect of a child'</li> <li>sexual abuse or other exploitation of the child;</li> <li>exposure of the child to physical violence or domestic and family violence.</li> </ul>
<b>Wellbeing</b>	A person's physical, psychological, spiritual and emotional health.

## 7 Related legislation and policy

### 7.1 NT Christian School policies and procedures

- Commitment to Child Safety statement
- Safety and Wellbeing Policy Suite
- Teaching and Learning Policy Suite
- Early Learning Policy Suite
- Human Resources Policy Suite

### 7.2 Legislation

- Care and Protections Act (2007)
- Care and Protection of Children (Screening) Regulations 2010
- Education Act NT (2015)

### 7.3 Other relevant resources

- Australian Human Rights Commission 'National Principles of Child Safe Organisations'

<sup>4</sup> Care and Protections Act (2007) NT

<sup>5</sup> Care and Protections Act (2007) NT, section 15