

# Commitment to Child Safety

Catholic Education Diocese of Bathurst is committed to a culture where children are safe, supported and nurtured to grow and develop.



The protection and wellbeing of children and young people is based upon the belief that each person is made in the image and likeness of God, and that the inherent dignity of all should be recognised and fostered.

In safeguarding our community we work to develop and enhance the dignity of every member of our community.

CEDB is committed to instilling Safe Child standards in all our schools and CEDB with an understanding that keeping children safe is the responsibility of everyone within our school community.

**Christina Trimble**

**Executive Director of Schools**



## All staff are responsible for Child Protection in our schools, which includes:

### Responding to risk of harm

All school staff are mandatory reporters. If there are reasonable grounds to suspect that a child is at 'risk of significant harm' due to abuse, neglect, self-harm, domestic violence or is a risk to others, then a report must be made to the Community Services Child Protection Helpline. Ph:132111.

If a report involves alleged criminal behaviour, then it will also be immediately reported to the Police for investigation.

If as a staff member, parent or student, you have concerns that a child who is attending one of our Schools may be at risk of significant harm, then please discuss your concerns with the Principal of that school as soon as possible.

### Addressing complaints of inappropriate behaviour by staff

All staff are subject to "Guidelines for Professional Conduct in the Protection of Children and Young People" that governs their professional behaviour so as to ensure a safe and supportive environment is created for students, staff and the broader community.

In addition to this Code, certain complaints may constitute what is called 'reportable conduct'. Reportable conduct is handled differently to other types of complaints which may arise in the school. These complaints are subject to legal obligations established by the NSW Childrens Guardian Act 2019. The obligations have been put in place to ensure that certain kinds of complaints are addressed through a fair and confidential process conducted by the Catholic Education Diocese of Bathurst that is overseen by, and reported to, the NSW Office of the Childrens Guardian.

All schools in NSW are required by law (Childrens Guardian Act 2019) to report to the NSW Office of the Children's Guardian all allegations of 'reportable conduct' involving an employee, certain contractors or volunteers.

Allegations that must be reported include:

- Any sexual offence, or sexual misconduct, committed against, with or in the presence of a child (including a child pornography offence or an offence involving child abuse material).
- Any assault, ill-treatment or neglect of a child.
- Any behaviour that causes psychological harm to a child, whether or not the child gave consent.

### The role of the NSW Children's Guardian is to oversee how the agency manages such reports.

The process requires:

- making a report within 7 days to the NSW Childrens Guardian Act 2019,
- making reasonable inquiries into the allegation,
- assessing the information obtained, and making a finding.