



Daramalan Staff Code of Conduct

“Protecting children and young people and promoting their rights and safety is everyone’s business. It is a national priority that requires a national solution. Everyone – all levels of governments, private and non-for-profit organisations, communities, families and individuals – has a role to play to better safeguard children and young people in organisations, and in the broader community. Child-related organisations must have children and young people’s safety and their rights at the foundation of their organisation’s operation and purpose.” (ACT Human Right Commission, 2017)

Section 356 of the _____ states that

Under ACT legislation (Children’s Services Act 1997 and Children and Young People Act (Amendments) 1999, 1 August 2006 and October 2008)

_____ to Care and Protection Services at Centralised Intake Services. Other types of abuse and neglect are subject to voluntary reporting.

The staff of Daramalan College will follow all legal requirements regarding Mandatory Reporting. All staff will make mandatory reports regarding all non-accidental physical injury and sexual abuse that is either suspected or reported by students. Staff will be supported to make a report if they believe other forms of abuse or neglect are occurring.

The Children and Young People Act 2008 provides general principles and specific Care and Protection principles to guide all decisions and actions made or taken under the Act, whether made by the Chief Executive, the courts or otherwise.

The first and most significant principle is known as the Best Interests Principle (section 8) which states the following:

(1)

must regard the best interests of the child or young person as the paramount consideration.

Section 9 requires a decision-maker to apply the following principles except when it would be contrary to the best interests of a child or young person:

As staff, we have a "Duty of Care". When staff receive a disclosure about non accidental physical injury or sexual abuse, or if they have a reasonable belief that this abuse has occurred, they must investigate the incident. We must allow the authorities do this.

if they believe or suspect a child is being abused or neglected or is at risk of abuse or neglect. Section 354 of the

It is an offence to make a report that contains information or allegations that are false or misleading. It is also an offence if you omit or withhold information relevant to the allegations. By withholding this information the allegations are false or misleading.

_____ *(as stated in the Children and Young People Act 2008)*

is a person who is under 12 years of age.

person for the purpose of mandatory or voluntary reporting is a person who is 12 years old or older, but not yet 18 years old.

is the term used for different types of maltreatment that endangers a child or young person's wellbeing and development. Child abuse can be a single incident or a

sexual abuse is often difficult to detect because of the secrecy that surrounds it. Victims are frequently threatened or coerced into remaining silent and are frightened of the consequences if they disclose the abuse.

Children and young people who do disclose either directly or indirectly often later deny what they have said due to fear of the consequences and because of the reactions from family and others. How the adult responds to a disclosure of sexual abuse by the child or young person

- b) listening to them – let them take their time and use their own words
- c) staying calm and telling them that you believe them
- d) saying that it is okay that they told you – it was the right thing to do, emphasizing that whatever has happened was not their fault (only if the child indicates this is what they believe)

Section 356 of the Act does not apply to a person if the person believes on reasonable grounds that someone else has made a report to Care and Protection Services about the same child or young person in relation to the same abuse or neglect.

if someone informed you that they had told Care and Protection Services, or you read the file, or you sighted the reporting documentation that a report was made about the same child or young person in relation to the same abuse or neglect with the same reasons given for their belief as you have for your belief.

Section 356 of the Act does not apply to a person if the person believes on reasonable grounds that:

- a) the child or young person (the injured person) has experienced, or is experiencing, non-accidental physical injury caused by another ; and
- b) a person with parental responsibility for the injured person is willing and able to protect the injured person from further injury.

Further information can be obtained from the ACT Community Services "Ke e oei v (F

