

Child and Young People Protection Policy

Version History

Version No.	Description of Changes	Effective Date
V1.0	Revised Child Protection Policy and have retitled to Child and Young People Protection Policy V1.0	26/08/2024

1 Purpose

Scotch College is committed to promoting and protecting the best interests of all children and young people attending or visiting the College, by providing a child-safe and child-friendly environment. The purpose of this document is to ensure affiliates to Scotch College adhere to the following legislative requirements:

- The Children and Young People (Safety) Act 2017
- The Child Safety (Prohibited Persons) Act 2016
- The National Principles for Child Safe Organisations
- Statutes Amendment (Child Sexual Abuse) Act 2021
- The United Nations Convention on the Rights of the Child
- National Standards for Out-of-Home Care.

2 Scope

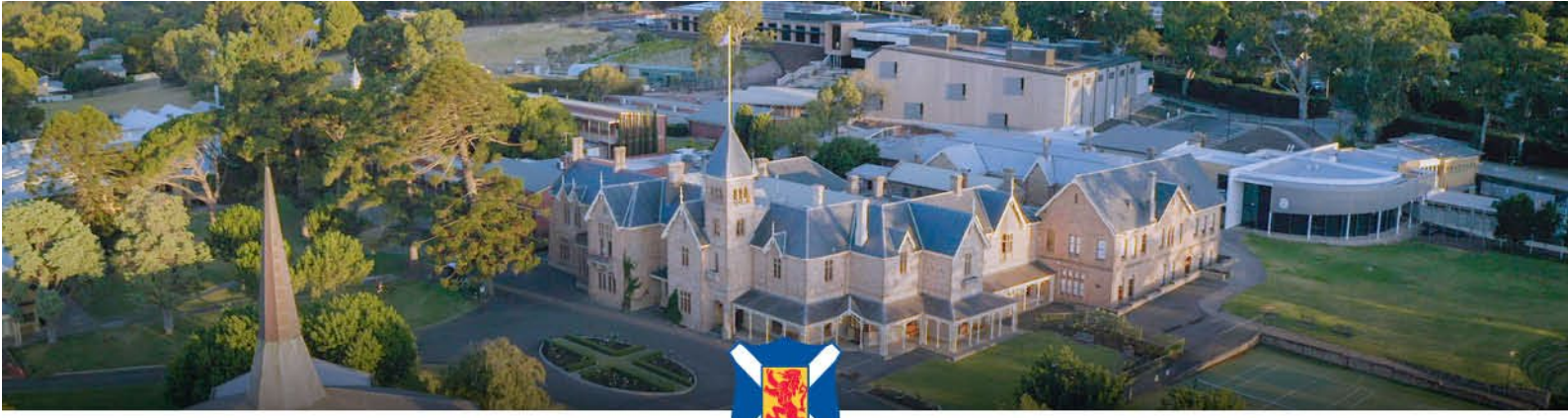
This document applies to:

- All Scotch College employees, staff, and volunteers
- All third-party providers and users of our site
- All members of Scotch College Governing Council and Council sub-committees
- Students aged 18 years or over, enrolled at the College
- Any individuals living on campus that are not enrolled as a student, volunteer, or staff member.

3 Policy Statement

At Scotch College we are committed to complying with legislative requirements as an organisation that provides services for children and young people to help protect them from risk and harm.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from harm.



Scotch College has zero tolerance of harm or risk of harm to children and young people and everyone working at Scotch College is responsible for the care and protection of the children within our care and reporting information about suspected child harm or risk of harm.

Child and young people protection is a shared responsibility between Scotch College and all staff, contractors, volunteers, associates, and members of our community.

Scotch College will consider the opinions of children and use their opinions to develop child protection policies.

Scotch College supports and respects all children, staff contractors and volunteers.

Scotch College is committed to the cultural safety of children and pays particular attention to the safety and cultural safety of the following groups of children in recognition of their increased vulnerability, and diverse and unique identities and experiences:

- Aboriginal and Torres Strait Islander children and young people
- Children from culturally and linguistically diverse backgrounds
- Children living with a disability
- Children who identify as lesbian, gay, bisexual or trans
- Children who are intersex, non-binary or gender diverse
- Children in and out of home care and the youth justice system.

To achieve our commitment, we will

- Develop an environment in which children feel listened to and valued, and in which their concerns are acted upon, including encouraging and allowing children to participate in decisions important to them.
- Consult with staff and other appropriate parties, including families and children.
- Assess and manage the risk of harm to children who interact with the College online.
- Take a proactive approach to child safety, including fostering a culture of openness that encourages all staff to report any concerns of child safety and supports them in this process.
- Report suspected harm or risk of harm promptly to the appropriate authority, whether the law requires reporting.
- Ensure children know the options available to them if they are concerned or feeling unsafe, and foster an environment where children are safe to raise such concerns.
- Recruit staff who are suitable to work with children and provide high quality training, supervision and professional development to staff.
- Have policies, procedures and supports in place to reflect these commitments, and review these regularly.