

ΙΕΡΑ ΑΡΧΙΕΠΙΣΚΟΠΗ ΑΥΣΤΡΑΛΙΑΣ

GREEK ORTHODOX ARCHDIOCESE OF AUSTRALIA

Ελληνική Ορθόδοξος Ενορία - Κοινότητα

GREEK ORTHODOX PARISH - COMMUNITY

ΑΓΙΟΥ ΑΝΤΩΝΙΟΥ

SAINT ANTHONY

Βορείων Προαστείων

NORTHERN SUBURBS INC



65 - 67 Milner St., Prospect S.A. 5082 • P.O. Box 51 Prospect SA 5082  
(08) 8344 4583

Parish Priest: Reverend Father Nicholas Pavlou • Mobile: 0418 833 018

[www.stanthonychurch.com.au](http://www.stanthonychurch.com.au) | [admin@stanthonychurch.com.au](mailto:admin@stanthonychurch.com.au)



† Over 50 Years of Orthodox Faith and Service to the Community †

# GREEK ORTHODOX PARISH - COMMUNITY OF SAINT ANTHONY NORTHERN SUBURBS INC. GREEK LANGUAGE SCHOOLS

## CHILD PROTECTION POLICY AND GUIDELINES

Revised December 2018

# CHILD PROTECTION POLICY AND GUIDELINES

## 1. Context Statement

The Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc. believes that it is the fundamental right of all students in our Greek Language Schools to have a safe, caring and protected environment.

Personnel working in our Greek Language Schools provide languages and cultural services to children under 18. The Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc. in conjunction with the Ethnic Schools Association of SA Inc (ESASA), South Australia and other government/non-government schools' sectors are working together to improve and strengthen the child protection system.

## 2. Purpose

The purpose of this policy is to establish the Child Protection requirements for Criminal History Screening and Child-Safe Environments – Reporting Child Abuse and Neglect training (formerly known as Mandated Notification Training) for personnel in all Ethnic School Authorities. This policy clearly outlines the responsibilities of all personnel in our Greek Language Schools in relation to Child Protection and the importance of child safe environments in organisations.

Section 8C of the Children's Protection Act 1993 sets out the obligations of organisations like our Greek Language Schools, which provide an education service wholly or partly to children, to take steps to establish and maintain a safe environment for children.

Greek Language Schools such as the Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc. owe a duty of care to children who are under 18 while they are under the care or supervision of personnel in our Greek Language Schools. This duty of care requires that our Greek Language Schools take all reasonable steps to protect children from foreseeable risks. To achieve these all personnel in our Greek Language Schools must ensure they:

- promote the safety and welfare of all children under 18 and
- provide a safe, caring and protected environment when undertaking activities in our Greek Language Schools.

## 3. Background

'Keeping them Safe' - the South Australian Government's Child Protection Reform Program, explains the Government's vision for the future of our children. This Government initiative directs our Greek Language Schools and all organisations involved with children under 18 to improve and strengthen the child protection system. This Child Protection Policy is aligned with other Education Sectors commitment to the reform and renewal of South Australia's child protection measures.

*(continued...)*

# CHILD PROTECTION POLICY AND GUIDELINES

The reform priorities across the system are:

- support to children, young people and families
- effective, appropriate intervention
- reforming work practices and culture
- collaborative relationships
- improved accountability.

In keeping with the principles to be observed in dealing with children under 18 as set down in the Children's Protection Act, 1993 SA, Section 4 and Section 11, the safety of children under 18 is the paramount principle of this policy.

Children are entitled to:

- be free from threat of danger, harm or loss
- have their rights upheld and welfare promoted
- protection against physical, sexual and psychological harm or neglect.

## 4. Policy

This policy is based upon the following principles for children under 18:

- their safety is the paramount consideration and shall not be overridden by any other interests
- they are the most vulnerable members of our society
- they need to know and believe that they have the right to be safe at all times
- they are entitled to basic human rights regardless of special needs, cultural, or socioeconomic factors
- they are people in their own right deserving of respect, care and protection
- they are entitled to the support of a person to act as an advocate on their behalf.

## 5. Responsibilities

All our Greek Language Schools' personnel will act in a positive way to develop a safe environment for children under 18 involved in our Greek Language Schools. They are required to fulfil the following key responsibilities:

- Be aware of the definitions of abuse and neglect as contained in the Children's Protection Act, 1993, Section 6
- Report suspicion of child abuse and neglect as required by the Children's Protection Act, 1993, Section 11.
- Requirements of criminal history screening established under the 'Child Protection (Miscellaneous) Amendment Bill 2005.

**Copies of the above legislation can be downloaded at <http://www.parliament.sa.gov.au> or <http://www.austlii.edu.au>**

*(continued...)*

## CHILD PROTECTION POLICY AND GUIDELINES

To fulfil these responsibilities, all personnel working directly or in close proximity with children under 18 or have access to our student's records in our Greek Language Schools, must undertake Criminal History Screening and Child-Safe Environments Training.

### 6. Criminal History Screening

Criminal history screening will be undertaken to maximise a safe environment for children under 18 involved in our Greek Language Schools.

All relevant personnel working directly or in close proximity with children under 18 or have access to our student's records in our Greek Language Schools – paid or unpaid (voluntary) will be required to complete a Screening Unit Informed Consent Form that will be screened through an Authority nominated by the Department of Education and Child Development (DECD).

Criminal history screening assesses the suitability of individuals to work with children. Assessments consider the criminal history of applicants and other relevant information. The assessments are processed confidentially with the principles of natural justice in the decision-making process. Criminal history screening considers a national summary of an individual's offender history.

All information will be dealt with in the strictest confidence and in accordance with the relevant legislation and policies.

The Ethnic Schools Association of SA Inc (ESASA) Guidelines for Criminal History Screening and the Ethnic Schools Association of SA Inc process for conducting criminal history screening for personnel in our Greek Language Schools are to be read in conjunction with this Policy.

The principles underpinning the criminal history screening section of this policy are:

- The safety of children and young people are of paramount concern and shall not be overridden by any other interests
- Persons must be suitable to work or volunteer with children and young people at all times
- Persons must be suitable to work or volunteer in close proximity to children and young people at all times
- A determination about a person's suitability to work or volunteer with or in close proximity to children and young people must be based on sufficient and relevant information
- The assessment of a person's suitability to work or volunteer with or in close proximity to children and young people is continuous
- The responsibility to monitor persons working or volunteering with or in close proximity to children and young people is continuous

*(continued...)*

## CHILD PROTECTION POLICY AND GUIDELINES

- Risks to children and young people must be responded to whenever they become known or suspected
- Personal and sensitive information about a person's history must not be misused.

### 7. Recruitment of personnel in our Greek Language Schools

Before recruiting any person to work in our Greek Language Schools the following will be considered:

- The Management Committee in our Greek Language Schools will not recruit any person who has been convicted of any child related offence, including sexual offences.
- Any existing personnel in our Greek Language Schools that have been convicted of any child related offence including sexual offences against a child will not be employed in a teaching or any other role that necessitates close and/or regular contact with children or having access to children's records.
- Any personnel in our Greek Language Schools who have been convicted of any child related offences including sexual offences against children will be assessed on a case-by-case basis to determine their suitability for employment through the nominated Criminal History Screening Unit.

### 8. Mandated Notifiers

All personnel in our Greek Language Schools who fit into the following categories are mandated notifiers for the purposes of the Children's Protection Act, 1993, Section 11:

- a teacher in any educational institution (including a kindergarten)
- any other person who is an employee of, or volunteer in, a government department, agency or instrumentality, or a local government or non-government agency, that provides health, welfare, education, child care or residential services wholly or partly for children, being a person who
  - is engaged in the actual delivery of those services to children
  - holds a management position in the relevant organisation of which include direct responsibility for, or direct supervision of, the provision of those services to children

Relevant personnel in our Greek Language Schools who are mandated notifiers are obliged by law, under Section 11 of the Children's Protection Act 1993, to notify Families SA within the Department for Education and Child Development if they suspect on reasonable grounds that a child has been or is being abused or neglected. The Child Abuse Report Line (CARL) is a confidential state-wide 24-hour service – phone number: **13 14 78**. It is important to note that by law the suspicion is formed in the course of their work, paid or voluntary or in carrying out official duties.

*(continued...)*

## CHILD PROTECTION POLICY AND GUIDELINES

This necessitates our Greek Language Schools personnel to ensure that they understand how the Children's Protection Act 1993 defines abuse or neglect. Failure to notify is an offence under the Act and carries a maximum penalty of a \$10,000 fine. Registration with the Ethnic Schools Association of SA Inc will require all personnel in our Greek Language Schools to abide by legislative requirements as mandated notifiers who will be required to be trained.

### 9. **Child-Safe Environments – Reporting Child Abuse and Neglect**

The Ethnic Schools Association of SA Inc has developed a Child-Safe Environments – reporting abuse and neglect training program, which is approved by Families SA. This training program assists personnel in our Greek Language Schools by raising awareness and understanding of their responsibilities as mandated notifiers.

Two approved accredited Families SA mandated notification trainers must deliver the training.

There are two categories of mandated notification training that will be provided:

<b>1.</b> 3.5-hour minimum Module training	is for staff who have not previously undergone mandated notification training
<b>2.</b> Update training	a refresher course required every three years

The Child-Safe Environments training outlines how personnel in our Greek Language Schools can:

- identify suspected child abuse or neglect
- use reporting procedures
- respond appropriately to disclosure
- take into account social and cultural factors associated with child abuse or neglect
- be aware of changes to legislative and departmental requirements.

The Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc. will undertake to provide the following activities:

- provide access to ongoing training and development for employees and volunteers to enable them to fulfil their key responsibilities under the Children's Protection Act, 1993 and any further amendments to the Act.
- maintain processes for recording all personnel in our Greek Language Schools who have completed the mandated notification training for statistical and compliance purposes
- maintain supportive procedures for fulfilling mandatory reporting obligations
- provide ongoing child protection and abuse prevention programs in our Greek Language Schools
- monitor, evaluate and review their child protection and abuse prevention programs and any further amendments to the Act.

# CHILD PROTECTION POLICY AND GUIDELINES

## 10. Consent for Photographs and Publications of Students

Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc. must obtain prior consent from parents at the beginning of each school year for the permission to use from time to time their child/children's photos/video footage/other images or work. Publications may include but are not limited to newsletters, magazines and publications which are produced by the Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc., the Ethnic Schools Association of SA Inc., and the Department of Education and Child Development (DECD).

DECD has two documents that relate to gaining consent for use of student photos and work:

- Administrative Instruction Guideline (AIGs) Section 1:86
- Fact Sheet 9 "How to stage an official event" (which includes an example consent form).

Copies of these can be obtained from the Ethnic Schools Association of SA Inc.

It is the responsibility of our School Principal and Contact Persons to ensure that copies are available at our Greek Language Schools and that consent forms are completed by parents each year.

## 11. Definitions/Glossary

Throughout this Policy the following terms are used:

- 'Children/child' refers to any person under 18 years of age
- 'Abuse or neglect'
  - a) Sexual abuse of the child; or
  - b) Physical or emotional abuse of the child, or neglect of the child, to the extent that –
    - i. the child has suffered, or is likely to suffer, physical or psychological injury detrimental to the child's well-being; or
    - ii. the child's physical or psychological development is in jeopardy and including a reasonable likelihood of the child being killed, injured, abused or neglected by a person with whom the child resides.
- 'Relevant personnel in our Greek Schools' refers to all employees, teachers, administrators and relevant volunteers who work directly or in close proximity with children under 18 or have access to children's records within the Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc.
- 'Teacher' refers to anyone involved in education and training environments.
- 'Volunteer' refers to an individual who receives:
  - No remuneration for the work they do except out-of-pocket expenses; and

# CHILD PROTECTION POLICY AND GUIDELINES

(continued...)

- The work fulfils a charity or community service good.
- 'Out-of-pocket expenses' this means it is important to keep receipts or logbooks for recording the amount the volunteer is receiving reimbursement and for what reasons e.g. petrol, phone calls etc.
- 'Natural Justice' applies when a person's rights are likely to be affected. It refers to the person's right to have an unbiased decision made after being given an opportunity to present his or her case to the decision maker
- 'Criminal history screening' assesses the suitability of individuals to work with children.
- 'Safe environment' refers to a place where adults take reasonable measures to ensure that children:
  - are protected from harm
  - know that adults will act on their behalf

## 12. Other relevant Policies and Documents

This policy builds on and complements the following state legislation and other documents, copies can be obtained from the Ethnic Schools Board:

- Children's Protection Act (1993)
- 'Keeping them Safe,' South Australian Government's Child Protection Reform Program
- 'Our Best Investment' Robyn Layton QC, Child Protection Review
- Teachers Registration and Standards Act 2004
- Families SA Guidelines for Reporting Child Abuse and Neglect
- South Australian Inter-agency Guidelines for Child Protection
- ESASA Guidelines for Mandated Notification Training
- ESASA Guidelines and Process for Criminal History Screening
- Inter Sectoral Schools Draft Screening and Criminal History Checks Policy
- Protective Practices for Staff in their Interactions with Students Guidelines for Schools, Preschools and Out of School Hours Care.
- Administrative Instruction Guideline (AIG) Section 1:86
- Fact Sheet 9 "How to stage an official event"
- Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc. form for use of students' photographs and publications  
(available on our website – see 2019 Enrolment Form)

**Contact:** **Greek Orthodox Parish-Community of St. Anthony Northern Suburbs Inc.**

**Phone:** **(08) 8344 4583**

**Web:** [www.stanthonychurch.com.au](http://www.stanthonychurch.com.au)

**Email :** [admin@stanthonychurch.com.au](mailto:admin@stanthonychurch.com.au)