



CRICOS No: 01461G

Child Protection Policy

The Child Protection Policy addresses instances where students may have suffered harm or been exposed to inappropriate behaviour or sexual abuse or suspected sexual abuse. It is one of a number of policies formulated to protect students and staff providing the basis whereby the Mission of Nambour Christian College is translated into reality.

In line with new government legislation under the Education (Accreditation of Non-State Schools) Act 2001 and Education Act 1988 and 1998 it is now mandatory for staff to report to the College Principal (who will then advise the police) of any actual or suspected sexual abuse or other incidents of significant harm to students.

Our College has in place a Child Protection Policy for the benefit and protection of our students and this can be accessed through the College web site www.ncc.qld.edu.au

Below is the procedure whereby parents, students and staff can report incidence/s of actual or suspected abuse.

Reporting Procedure

Should a staff member or student form a suspicion, observe worrisome conduct, have significant harm disclosed to them, that student or staff member must inform the College Protection Officer and the staff member must complete a report immediately (Annexure D of the College Child Protection Policy).

Confidentiality will be maintained regarding persons disclosing this information. The person submitting the report is not liable, civilly, criminally or under an administrative process, for passing this information through the correct channels.

College Child Protection Officers are

Junior School	Mrs Deb Holmes, Mrs Shona Diggines
Secondary School	Mrs Loida Paterson, Mr Brian Evans

Their names and pictures are located in the Junior School Office and Secondary Student Office.

The College Protection Officer will inform the Head of Pastoral Care when they receive a report. The Head of Pastoral Care will consult with the College Principal and Independent Protection Officer, Ms Suzanne Brooks, Barrister-at-Law.

The following course of action will apply:

The College Principal will report the matter to police and submit a copy of the report. The College does not in any way investigate an alleged criminal offence. It will co-operate with the relevant State authority. Criminal misconduct will result in criminal penalties as decided by legal process; a finding or plea of guilt at law will result in termination of employment or expulsion of the offender.

In consultation with the Police, the College Principal will contact parents to offer support to parents and child.

In consultation with the Police, the College Principal will meet with the alleged offender to inform him/her of the allegation and course of action.

The alleged offender will be immediately stood down or suspended. This action is considered necessary in order to meet duty of care responsibilities.

The College Principal will offer appropriate support to the child / family along with appropriate support to the alleged offender.

If the matter is not criminal in nature, then the College Principal will consult with the parties involved, form a view and respond appropriately. A report of the incident will be filed.