



Child Safe Program

Executive Summary

If you believe or suspect that a child has suffered, is suffering, or is at unacceptable risk of suffering, abuse or other harm contact NSW Police or DCJ.

Where you need guidance on making a report or have questions regarding child safety, contact a Child Safety Officer.

Whenever there are concerns that a child is in immediate danger, call the Police on 000.

Introduction

Gumma Place is committed to nurturing the wellbeing of students and seeks to create a safe environment where all individuals conform to the highest standards of ethical conduct in relation to the safety, care and support of students.

All people employed or engaged by Gumma Place have a part to play in maintaining practices that create a culture of safety within which students are supported and protected. The purpose of this document is to ensure all those connected with Gumma Place are aware of the organisation's expectations and NSW legislative mandatory reporting obligations, in relation to children or young persons who are, or may be, abused, neglected or at risk of significant harm. Direction for the management and the process of responding to of all child protection complaints and allegations made about employees and/or persons engaged by Gumma Place is provided within this document.

Gumma Place is committed to a supportive environment that facilitates and ensures all people employed or engaged by Gumma Place are equipped with the knowledge, skills and awareness to keep children and young person's safe through continual education, training and maintaining professional standards of conduct, including expected behavioural standards. This document

reflects best practice in accordance with the guidance available from the Office of the Children’s Guardian (**OCG**), legislation, and recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse. This document embraces the ten Child Safe Standards which form a framework for making organisations safer for children. This document is consistent with the requirements of the National Educational Standards Authority (**NESA**) with respect to ensuring Gumma Place remains a safe and supportive environment for all students.

Statement of Commitment to Child Safety and Wellbeing

All children and young people who come to ShoreTrack Ltd have a right to feel and be safe. We are committed to the safety and wellbeing of all children and young people. We are committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe and are able to actively participate in decisions that affect their lives.

We have a zero tolerance for child abuse and other harm and are committed to acting in students’ best interests and keeping them safe from harm.

The Gumma Place regards its child safety responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.

Each member of the Gumma Place community has a responsibility to understand the important and specific role that they play individually, and collectively, to ensure that the wellbeing and safety of all students is at the forefront of all that they do, and every decision that they make.

The Child Safety Program

This Child Safety Program is made up of work systems, practices, policies and procedures designed to maintain a safe and supportive school environment and to embed an organisational culture of child safety within the Gumma Place community.

The Program deals specifically with creating and maintaining a child safe organisation, including – but going further than - child protection issues. It is designed to ensure compliance with:

- the [NSW Child Safe Standards](#)
- the [National Principles for Child Safe Organisations](#)
- Safe and Supportive Environments requirements in the Education Act 1990 (NSW) and the NESA Registration Manual relating to child protection (for more information, refer to our [Safe](#)

and Supportive Environments Table that sets out each requirement with a summary of how we comply)

- other NSW child safety and wellbeing (including but not limited to child protection) laws.

Key Definition: Child Safety Incident or Concern

At ShoreTrack Ltd, and for the purposes of our Child Safety Program, a “child safety incident or concern” means an incident of or concern about:

- a child or young person being at risk of significant harm, as defined in the Children and Young Persons (Care and Protection Act) 1998 (NSW) (Care and Protection Act)**
- a child, young person or student aged 18 or over being, or at risk of being, the victim of a “child abuse offence” as defined in the Crimes Act 1900 (NSW)***
- Reportable Conduct, as defined in the Children’s Guardian Act 2019 (NSW) (Children’s Guardian Act)****
- a breach of our Child Safety Codes of Conduct.

** Section 23 of the Care and Protection Act defines a child (aged under 16) or a young person (aged 16 or 17) to be “at risk of significant harm” if current concern exists for the safety, welfare or wellbeing of the child or young person because:

- the child's or young person's basic physical or psychological needs are not being met or are at risk of not being met
- the parents or carers have not arranged and are unable or unwilling to arrange for the child or young person to receive necessary medical care
- the parents or carers have not arranged and are unable or unwilling to arrange for the child or young person to receive an education in accordance with the Education Act 1990 (NSW)
- the child or young person has been, or is at risk of being, physically or sexually abused or ill-treated
- the child or young person is living in a household where there have been incidents of domestic violence and, as a consequence, the child or young person is at risk of serious physical or psychological harm
- a parent or other carer has behaved in such a way towards the child or young person that the child or young person has suffered or is at risk of suffering serious psychological harm.

*** Sections 316A and 43B of the Crimes Act 1900 (NSW) define “child abuse offences” as sexual offences (and attempts to commit these offences) such as:

- sexual acts
- sexual intercourse
- sexual touching
- production of child abuse material
- voyeurism
- grooming.

It also includes assaults and physical harm (and attempts to commit these offences), such as:

- murder and manslaughter
- wounding or causing grievous bodily harm
- assault causing actual bodily harm
- assault at a school (whether or not causing actual bodily harm)
- administering or causing the ingestion of an intoxicating substance
- female genital mutilation.

**** Section 20 of the Children’s Guardian Act defines Reportable Conduct as the following conduct by an employee, whether or not a criminal proceeding in relation to the conduct has been commenced or concluded:

- a sexual offence against, with or in the presence of a child
- sexual misconduct against, with or in the presence of a child
- ill-treatment of a child
- neglect of a child
- an assault against a child
- an offence under 43B or 316A of the Crimes Act 1900 (NSW) (failing to prevent child abuse or concealing child abuse)
- behaviour that causes significant emotional or psychological harm to a child.