



## Mandatory Reporting Policy

The dignity of the human person, who is created in the image and likeness of God, is the foundation of Catholic Social Teaching and leads us to afford all people, but especially children, young people and the most vulnerable, the highest respect. Within this context, effective Catholic schools provide a safe, supportive and secure environment that promotes respect and care and values diversity. The mental, physical, spiritual and emotional wellbeing of children and young people are essential preconditions for successful learning. These qualities cannot be developed for individuals in isolation from the health and wellbeing of the school community as a whole.

Doxa School Bendigo is committed to the creation of a safe, just and respectful environment that supports wellness for all members of the school community. In this, there is a moral obligation and shared responsibility to protect the most vulnerable members of the community.

Doxa School Bendigo believes that, while protecting children and young people against sexual abuse is a community wide responsibility, schools have particular moral and legal responsibilities to ensure children and young people are safe in their care and to actively and intentionally work to eliminate all forms of abusive behaviours towards children. There are also particular moral and legal obligations for those in authority to prevent, reduce and minimise child abuse and exploitation in all forms.

### PURPOSE

This policy applies to the whole school community in supporting safe environments for all children and young people. Its purpose concerns the Child Youth and Families Act (CYFA) 2005, in which mandated professionals are legally compelled to make a report to the Department of Health and Human Service (DHHS) Child Protection, as soon as practicable, if in the course of practicing their profession or carrying out their duties, they form a belief on reasonable grounds that a child or young person has suffered, or is likely to suffer, significant harm as a result of physical injury or sexual abuse, and the child's parents/guardians have not protected, or are unable or unwilling to protect the child.

In Victoria, mandated reporters are:

- Teachers registered to teach or who have permission to teach pursuant to the Education and Training Reform Act 2006 (Vic)
- Principals of government and non-government schools
- Registered medical practitioners
- Nurses
- All members of the police force

Child Protection:

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Note: It is the obligation of Mandated Professionals at Doxa School Bendigo to make a report or ensure a report is made in any situation in which they have formed a reasonable belief a child is in need of protection. While non-teaching staff may not be mandated to report in 'the Act', if they form a reasonable belief a child is in need of protection, they should make a report with a Mandated staff member, either the Principal or a teacher.

A mandated professional who fails to report a 'belief based on reasonable grounds that a child is in need of protection' because of physical or sexual abuse is liable to be prosecuted under s. 184(1), CYFA.

All adults in the Doxa School Community have obligations of the 2014 amendments to the Crimes Act separate from and in addition to Mandatory Reporting obligations.

Confidentiality provisions are provided for reporters in the CYFA (ss. 190 and 191) with exceptions only in very specific circumstances.

## KEY PRINCIPLES

- A safe environment is required to protect children and young people from harm and to prevent staff from abusing their position of authority and trust.
- The child and young person's ongoing safety and wellbeing must be the primary focus of all decision making.
- School leaders and staff must be fully self-aware of, and comply with, their professional obligations and responsibilities.
- The commitment to protecting children is embedded in the organisation's culture and responsibility for taking action is understood and accepted at all levels of the organisation.

## DEFINITIONS

**Child** - In relation to Mandatory Reporting the Child Youth and Families Act 2005 (s. 3) defines a child as a person who is under the age of 17 years or, if a protection order, a child protection order or an interim order continues in force in respect of him or her, a person who is under the age of 18 years

A child in need of therapeutic treatment is defined in the Children Youth and Families Act 2005 (s.244) as over the age of 10 and under the age of 15 and has exhibited sexually abusive behaviours.

**Reasonable belief** - A 'belief on reasonable grounds' is formed if a reasonable person in the same position would have formed the belief on the same grounds. (s. 184(4), CYFA)

For example, there may be reasonable grounds when:

- a child states that they have been physically or sexually abused

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- a child states that they know someone who has been physically or sexually abused

(Sometimes the child may be talking about themselves)

- someone who knows the child states that the child has been physically or sexually abused
- professional observations of the child's behaviour or development leads the mandated professional to form a belief that the child has been abused or is likely to be abused
- signs of physical or sexual abuse leads to a belief that the child has been abused.

**Physical abuse** -Physical abuse consists of any non-accidental form or injury or serious physical harm inflicted on a child or young person by any person. Physical abuse can include beating, shaking, burning and assault with implements. Physical abuse can also include female genital mutilation (FGM).

**Sexual abuse** - Sexual abuse occurs when a person uses power or authority over a child to involve the child in sexual activity and the child's parent or caregiver has not protected the child.

Physical force is sometimes involved. Child sexual abuse involves a wide range of sexual activity, including physical activity and/or exposure of the child to pornography.

## IMPLEMENTATION

This policy applies to the whole school community in supporting safe environments for all children and young people.

- This policy is communicated to staff each year, and during induction of new staff.
- Staff undertake training each year on mandatory via the eLearning module. Evidence of this will be maintained each year. Evidence of this is retained each year for each staff member.
- In the event that a teacher or other staff members forms a view that a child may be at risk of harm, that staff member is obliged to ensure an appropriate report is made.

Staff are encouraged to advise a member of the Leadership Team or the Principal that a report is to be made or has been made, or to seek support in making the report.

- Staff making a mandated report are required to keep appropriate records, including times and dates, of what had led to that report and the report itself.
- Staff making a report are also required to advise a Leadership Team member or the

Principal that the report has been made.

- Staff making a mandatory report should do so in the company of another staff member eg: a teacher with a wellbeing team member.

## RELATED DOCUMENTATION

This policy should be read in conjunction with the other policies and procedures of Doxa School Bendigo concerned with Child Safety and Pastoral Wellbeing:

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- Charter of Sandhurst School Improvement (CoSSI)
- Child Protection – Child Safe Policy
- Child Protection – Failure to Protect Policy
- Child Protection – Failure to Disclose Policy
- Child Protection – Grooming Policy
- Child Protection – Working With Children Policy
- Catholic Education Sandhurst Information for Schools – Child Safe Organisations

## 7.0 REFERENCES

- Children, Youth and Families Act (Vic) 2005
- DEECD and DHS 2010, Protecting the Safety and Wellbeing of Children and Young People, A joint protocol of the Department of Human Services Child Protection, Department of Education and Early Childhood Development, Licensed Children’s Services and Victorian Schools.

## REVIEW

This policy is to be reviewed at least every two years.

Reviewed: July 2021 Principal John Russell