

Child Protection Policy

NQS

QA2	2.3.4	<i>Educators, co-ordinators and educators are aware of their roles and responsibilities to respond to every child at risk of abuse or neglect.</i>
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NATIONAL REGULATIONS

Regs	84	<i>Awareness of child protection law</i>
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AIM

The Service takes our responsibility to provide a safe and caring environment for all children seriously. We believe that the safety of children is paramount at all times and aims to protect a child's right to be safe from abuse of any kind.

The Service also aims to defend the rights of educators to confidentiality if a complaint against them is made and is found to be unsubstantiated. The Service will ensure that all parties affected by this policy are made aware of their roles and responsibilities regarding child protection.

The Service aims to educate all parties about their roles in child protection and also about signs of abuse and ensure that all requirements of child protection requirements are being met.

RELATED POLICIES

Privacy and Confidentiality Policy
 Record Keeping and Retention Policy
 Physical Environments (Workplace Safety, Learning and Administration) Policy
 Death of a Child Policy
 Open Doors Policy
 Family Law and Access Policy
 Relationships with Children Policy
 Tobacco Drug and Alcohol Policy

Related Documentation

Incident Injury Trauma and Illness Record
 Child Protection Annual Review
 Educator Induction Processes
 Educator Appraisal Processes
 Educator Recruitment Processes
 Educator Professional Development Processes
 Educator Job Descriptions
 Staff Records
 Risk Management Plans

WHO IS AFFECTED BY THIS POLICY?

Educators

Families

Child

Management

Implementation

The Approved Provider, Nominated Supervisor, educators, staff members and volunteers will implement a Child Protection Risk Management Strategy to ensure the health, wellbeing and safety of all children at the service.

CHILD PROTECTION POLICY

Notifications of Abuse



If anyone at the Service has suspicions of abuse, consult the Department of Communities (Child Safety Services) to assess whether a child is at risk of significant harm.



When someone with mandatory reporting obligations has reasonable suspicion of abuse they need to contact the
Child Abuse Report line

131 478

Police Child Exploitation Investigation Section

8207 5800

Call 000 for emergencies / 131 444 for non-urgent matters



Consult the Service's Child Protection Policy
for more information.

CHILD PROTECTION RISK MANAGEMENT STRATEGY

Statement of Commitment

Our Service fundamentally believes that all children have the right to a life that is free from harm. Our Service aims to provide an environment that is free from any type of abuse and foster a child's growth and development as per the individual requirements of each child. Educators at our Service are aware of their obligations under the law in regards to the welfare of children and at all times uphold their obligation. In addition to this, our Service aims to provide regular training to all educators (along with any volunteers, students etc) on child protection issues to ensure that, in the sad event a child has suffered abuse, the Service can act quickly in the best interests of the child.

CHILD PROTECTION RISK MANAGEMENT STRATEGY

Code of Conduct

Our Service upholds the following code of conduct in relation to employers, educators, volunteers, students, families and children:-

For Employers

- Ensure that all employees are:-
 - Clear about their roles and responsibilities regarding child protection.
 - Aware of their obligations to immediately report suspected abuse to the Child Protection Hotline.
 - Aware of the indicators when a child may be at risk of harm or significant harm.
- Provide training and development for all employees in the recognition and reporting of abuse and harm.
- Provide reporting procedures and professional standards for care and protection work.
- Conduct a Working with Children Check for anyone that will be heavily involved with Service operations.
- Report to the Ombudsman any reportable allegations and convictions made against an employee and ensure they are investigated by the Head of the Agency with appropriate actions being taken when the investigation is complete.
- Notify the Commission for Children and Young People of details of employees against whom relevant disciplinary proceedings have been completed and or persons whose employment has been rejected because of a risk identified in employment screening processes.
- Enable educators to have access to relevant acts, regulations, standards and other resources in order for them to complete their obligations.

For Educators

- Report any situation where they suspect a child is at risk of significant harm to the Child Protection Helpline.
- Promote the welfare, safety and wellbeing of children at the Service.
- Have an awareness of referral agencies for families where concerns of harm do not meet the significant harm threshold.
- Be aware of obligations as per the Mandatory Reporter Guide.
- Assist in supporting children and families when liaising with relevant government agencies.
- I will not drink alcohol or use illicit substances while on the Service's premises and I will not come to the Service while under the influence of alcohol or illicit substances.
- I will not smoke on the Service's premises.
- I will not show favouritism towards any child.
- I will refrain from developing close personal relationships with children out of the carer/child relationship.
- I will refrain from using abusive, derogatory, polarising or offensive language.

For Families

- Treat all children at the Service equally and respectfully.
- Report any suspicions to the most senior person on duty when at the Service.
- Respect the rights, dignity and worth of every person, regardless of their abilities, gender, religion or cultural background.
- Respect the decision of employees and teach children to do likewise.
- Focus on encouraging children's efforts and learning.
- Support all efforts to remove any form of abuse in the Service and encourage a safe and supportive Service environment.
- I will not drink alcohol or use illicit substances while on the Service's premises and I will not come to the Service while under the influence of alcohol or illicit substances.
- I will not smoke on the Service's premises.

For Children

- We will respect other children and adults at the Service.
- We will cooperate and will follow our Classroom Rules.
- We will listen to our Educator's instructions and follow them.
- We will control our temper and talk to an Educator if we are feeling upset.
- We will have a say in what activities we are involved in.
- We will speak to an Educator if we are worried or concerned about something.
- We will not bully other children.
- We will tell an Educator if we see a child bullying another child.

CHILD PROTECTION RISK MANAGEMENT STRATEGY**Policies and Documentation**

Please refer to the following policies and documentation

- Child Protection Policy
- Educators Recruitment Policy
- Professional Development Policy
- Incident Report Form
- Educators Job Descriptions
- Child Protection Annual Review
- Educators Induction Processes
- Educators Appraisal Processes
- Employee Register
- High Risk Activity Risk Management Plan

CHILD PROTECTION RISK MANAGEMENT STRATEGY**Recruitment, Selection, Management and Training of Educators and Volunteers****Recruitment**

The Service will keep up-to-date policies on recruiting, selecting, training and managing paid employees and volunteers.

The Service is responsible for developing policies and procedures about recruitment, selection, management and training to ensure all persons working at the Service are suitable.

When developing our recruitment strategy, our Service will consider the following;-

Position Description	<ul style="list-style-type: none"> • establish an understanding of the roles and expectations for educators to provide a safe and supportive environment for children and young people. • become more aware of the tasks required for specific activities. • develop requirements of the position’ (sometimes referred to as selection criteria). • identify training needs . • reduce the risk of harm to children and young people, and • attract and retain educators.
Advertising the Position	<ul style="list-style-type: none"> • include a clear statement about your organisation’s safe and supportive work practices. • include clear, concise details about your organisation. • provide brief details about the position and working conditions, and • name a contact person for more information.
Selection Process	<ul style="list-style-type: none"> • Assessment of applicant. • Interview process. • Referee checks.
Probationary Period of Employment	<ul style="list-style-type: none"> • set goals. • identify training needs, specifically in relation to risk management practices, and • provide support to the new employee to be successful in undertaking the role.
Training	<p>Educators should receive training in the following areas:-</p> <ul style="list-style-type: none"> • identifying, assessing and minimising risks. • the organisation’s policies and procedures (including the organisation’s code of conduct). • compulsory training as required by industry standards or legislation, and • handling a disclosure or suspicion of harm, including reporting guidelines. <p>Training can be formal such as:-</p> <ul style="list-style-type: none"> • higher education training and accreditation. • training offered by external organisations. • training developed and delivered internally, and • on-the-job training meeting key objectives. <p>Training can also be informal such as:-</p> <ul style="list-style-type: none"> • inviting police officers or Child Safety educators to meetings to discuss issues in relation to child protection. • inviting other professionals to speak at meetings or functions, and • internal mentoring and coaching.
Induction	<ul style="list-style-type: none"> • your organisation’s commitment to an environment that is safe and supportive for children and young people. • the standards of behaviour expected as detailed in your code of conduct. • your organisation’s safe and supportive policies and procedures, and strategies to minimise harm. • procedures to follow when a disclosure of harm is received. • reporting guidelines in relation to disclosures of harm and suspicions of harm. • their own rights and responsibilities, as well as those of children and young people. • what to expect if there is an allegation of harm made against them or to them. • what constitutes a breach of your organisation’s child and youth risk management strategy and the potential consequences. • the roles of key people in your organisation, and • grievance procedures.
Exit interviews or questionnaires	<ul style="list-style-type: none"> • gather information about the effectiveness of the recruitment process. • identify possible areas for improvement in organisational processes, management, job design, remuneration or career planning and development, and • receive positive feedback on what is working well in your organisation.

CHILD PROTECTION RISK MANAGEMENT STRATEGY

Concerns of Abuse/Neglect

Definition of Abuse / Neglect

"Abuse or neglect", in relation to a child, means –

- (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 wellbeing; or
 - (ii) the child's physical or psychological development is in jeopardy.

Suspicion of harm

A child is at risk of abuse and neglect if:-

- there is a significant risk that the child will suffer serious harm to their physical, psychological or emotional wellbeing
- the child has been, or is being, abused or neglected
- the child lives with a person who has threatened to kill or injure them and there is a reasonable likelihood of the threat being carried out, or the person has killed, abused or neglected some other child and there is a reasonable likelihood they will do this again
- the child's guardians are unable to care for and protect them, or are unable to exercise adequate supervision and control over the child
- the child should be at school but has been persistently absent without satisfactory explanation
- the child is under 15 years has no fixed address.

Under the Act educators, staff members and volunteers are mandatory reporters and must report abuse and neglect if they have a reasonable belief (objective basis) that a child is, is at risk of or has been harmed based on:

- First hand observation of the child or family
- What the child, parent or other person has disclosed
- What can reasonably be inferred based on observation, professional training and/ or experience.

The reporter is not required to prove that abuse has occurred.

Disclosure of harm

A disclosure of harm occurs when someone, including a child, tells you about harm that has happened or is likely to happen.

Disclosures of harm may start with:-

- - I think I saw...
- - Somebody told me that...
- - Just think you should know...
- - I'm not sure what I want you to do, but...

Responsibilities

The Approved Provider, Nominated Supervisor, educators, staff members and volunteers must:-

- be able to recognise indicators of abuse (see Appendix B).
- take anything a child says seriously and follow up their concerns.
- allow children to be part of decision-making processes where appropriate.
- understand they must report to Families SA on **131 478** (available 24 hours/7 days a week) if they believe on reasonable grounds a child has, is or is likely to suffer abuse and neglect. Educators, staff members and volunteers should make the report with the assistance or support of the Nominated Supervisor. Some matters can now be reported on-line. Refer www.reporttheabuse.families.sa.gov.au. Under the legislation a report must be accompanied by a statement of the observations, information and opinions on which the suspicion is based.
- contact the police on 000 if there is an immediate danger to a child and intervene immediately if it is safe to do so.
- connect families with referral agencies where concerns of abuse or neglect do not require reports to Families SA. Under the legislation, a person does not necessarily exhaust their duty of care to a child by notifying Families SA. Supporting a family where children are at risk is also important. A list of agencies that can help families is on the Department of Education and Child Development's website at:-
<http://www.families.sa.gov.au/pages/protectingchildren/AgenciesThatSupportFamilies/?reFlag=1>
Family consent will be sought before making referrals.
- promote the welfare, safety and wellbeing of children at the Service.

- prepare accurate records to assist investigations of abuse or suspected abuse by Families SA or the Police or dealings with referral agencies. Accurate records record exactly what happened, was thought to have happened or potentially could happen.
- understand that allegations of harm against them are treated in the same way as allegations of harm against other people (see "Allegations against Service Personnel").

The Approved Provider and Nominated Supervisor must also:

- ensure that all employees and volunteers are:
 - clear about their roles and responsibilities regarding child protection.
 - aware of their obligations to immediately report cases where they believe on reasonable grounds a child has or is experiencing abuse and neglect including sexual abuse.
 - aware of the indicators showing a child may be at risk of abuse or neglect.
- provide training and development for all educators, staff and volunteers in the recognition and reporting of harm.
- provide reporting procedures and professional standards to safeguard children and protect the integrity of educators, staff and volunteers.
- inform all stakeholders of the actions or inactions that form a breach of the child protection risk management strategy and the potential outcomes of breaching the strategy.
- manage any breaches of the child protection risk management strategy.
- conduct a Working With Children Check (police clearance) for all educators, staff and volunteers unless the person meets the criteria for exemption from a WWCC (police clearance). Further information is available at <http://www.sa.gov.au/subject/Education,+skills+and+learning/Working+in+education/Criminal+history+screening/About+criminal+history+screening>
- provide access to relevant acts, regulations, standards and other resources to help educators, staff and volunteers meet their obligations.
- ensure records of harm or suspected harm are kept in line with our Privacy and Confidentiality Policy.

Allegations against Service Personnel

Allegations of abuse or suspected abuse against educators, staff members, volunteers, the Nominated Supervisor or Approved Provider are treated in the same way as allegations against other people. Reports will be made to Families SA where a child is being harmed by a person at the Service. Educators will make the report with the assistance or support of the Nominated Supervisor. If the Supervisor is involved in the harm then the Approved Provider or most senior educator will assist in notifying Families SA.

The Nominated Supervisor or Approved Provider:-

- will complete an Incident, Injury, Trauma and Illness Record and notify the Regulatory Authority within 24 hours of making the report to Families SA.
- will provide appropriate support for any educator or staff member who has an allegation made against them.
- will protect the identity of educators/staff members against whom unsubstantiated complaints have been made will be protected.
- will review the person's duties, and if they continue to interact with children, ensure they are appropriately supervised at all times.
- may seek legal advice about restricting that person's work activities.

Procedures to Minimise Harm to Children and Young People

Our organisation works to minimise harm to children and young people by acting in a manner that supports their interests and wellbeing, by:-

- making sure that children know that it is their right to feel safe at all times.
- teaching them about acceptable and unacceptable behaviour in general.
- letting them know who is and who is not an employee in the organisation.
- allowing them to be a part of decision-making processes.
- making sure they are safe by monitoring their activities and ensuring their environment meets all safety requirements.
- taking anything a child or young person says seriously and following up their concerns.
- letting them know there is no secret too awful, no story too terrible, that they can't share with someone they trust.
- teaching them about appropriate and inappropriate contact in a manner appropriate to their age and level of understanding.

- teaching children and young people to say 'no' to anything that makes them feel unsafe.
- encouraging them to tell educators of any suspicious activities or people, and
- listening to children and young people and letting them know that educators are available for them if they have any concerns.

Reporting Guidelines for Disclosures or Suspicions of Harm

Following are the actions our organisation will take immediately following a disclosure or suspicion of harm.

Documenting a Suspicion of Harm

If you or others have concerns about the safety of a child, record your concerns in a non-judgmental and accurate manner as soon as possible. If a parent explains a noticeable mark on a child, record your own observations as well as accurate details of the conversation. If you see unsafe or harmful actions towards a child in your care, intervene immediately, provided it is safe to do so. If it is unsafe, call the police for assistance.

Documenting a Disclosure of Harm

Complete an incident report form or record the details as soon as possible so that they are accurately captured. Include:-

- time, date and place of the disclosure
- 'word for word' what happened and what was said, including anything you said and any actions that have been taken, and
- date of report and signature.

If you need to take notes as the person is telling you, explain that you are taking a record in case any later enquiry occurs.

Reporting the Disclosure or Suspicion of Harm to Authorities

Our organisation will not conduct its own enquiries in relation to the disclosure or suspicion of harm or try to come to an agreement between the parties involved. The person who receives a disclosure or suspects harm is to contact the relevant authority to ensure information provided is comprehensive and accurate.

Notifications of Harm

The person making a notification of abuse or suspected abuse will make a record of the answers to the following:-

- name of person they spoke to.
- what the next step in the process is.
- what advice will be sent to confirm the report has been made.
- If there is any further action they need to take.

Confidentiality

It is important that any notification remains confidential, as it is vitally important to remember that no confirmation of any allegation can be made until the matter is investigated. The individual who makes the complaint should not inform the person they have made the complaint about. This ensures the matter can be investigated without prior knowledge and contamination of evidence.

Report the matter to:-

Child Abuse Report Line	131 478
Police Child Exploitation Investigation Section	8207 5800
Emergencies	000
Non-Urgent Matters	131 444

Our Service recognises the Children's Protection Act 1993 which states the following:-

- A notification under this section must be accompanied by a statement of the observations, information and opinions on which the suspicion is based.
- A person does not necessarily exhaust his or her duty of care to a child by giving a notification under this section.
- A person must not threaten or intimidate, or cause damage, loss or disadvantage to, a person to whom this section applies because the person has discharged, or proposes to discharge, his or her duty to make a notification.

Safeguards for Reporters

Reports made Families SA or Police are kept confidential. Under the *Children's Protection Act 1993* if the report is made in good faith:-

- the report will not breach confidence or standards of professional conduct
- the report can't incur civil or criminal liability
- the identity of the person making the report is protected. (However the Court may grant leave to reveal the person's identity if the evidence is critically important.)

A report is also an exempt document under the *Freedom of Information Act 1991*.

Actions Following a Disclosure of Harm

Support and counselling will be offered to all parties involved.

When Receiving a Disclosure of Harm

- remain calm and find a private place to talk.
- don't promise that you'll keep a secret; tell them they have done the right thing in telling you but that you'll need to tell someone who can help keep them safe.
- only ask enough questions to confirm the need to report the matter; probing questions could cause distress, confusion and interfere with any later enquiries, and
- do not attempt to conduct your own investigation or mediate an outcome between the parties involved.

General Indicators of Abuse and Neglect

- Marked delay between injury and seeking medical assistance.
- History of injury.
- The child gives some indication that the injury did not occur as stated.
- The child tells you someone has hurt him/her.
- The child tells you about someone he/she knows who has been hurt.
- Someone (relative, friend, acquaintance, sibling) tells you that the child may have been abused.

Indicators of Neglect in Children

- Poor standard of hygiene leading to social isolation.
- Scavenging or stealing food.
- Extreme longing for adult affection.
- Lacking a sense of genuine interaction with others.
- Acute separation anxiety.
- Self comforting behaviours, e.g. rocking, sucking.
- Delay in development milestones.
- Untreated physical problems.

Indicators of Neglect in Parents and Caregivers

- Failure to provide adequate food, shelter, clothing, medical attention, hygiene or leaving the child inappropriately without supervision.
- Inability to respond emotionally to the child.
- Child abandonment.
- Depriving or withholding physical contact.
- Failure to provide psychological nurturing.
- Treating one child differently to the others.

Indicators of Physical Abuse in Children

- Facial, head and neck bruising.
- Lacerations and welts.
- Explanations are not consistent with injury.
- Bruising or marks that may show the shape of an object.
- Bite marks or scratches.
- Multiple injuries or bruises.
- Ingestion of poisonous substances, alcohol or drugs.
- Sprains, twists, dislocations.
- Bone fractures.
- Burns and scalds.

Indicators of Physical Abuse in Parents and Caregivers

- Direct admissions from parents about fear of hurting their children.
- Family history of violence.
- History of their own maltreatment as a child.
- Repeated visits for medical assistance.

Indicators of Emotional Abuse in Children

- Feeling of worthlessness about them.
- Inability to value others.
- Lack of trust in people and expectations.
- Extreme attention seeking behaviours.
- Other behavioural disorders (disruptiveness, aggressiveness, bullying).

Indicators of Emotional Abuse in Parents and Caregivers

- Constant criticism, belittling, teasing of a child or ignoring or withholding praise and affection.
- Excessive or unreasonable demands.
- Persistent hostility, severe verbal abuse, rejection and scape-goating.
- Belief that a particular child is bad or "evil".
- Using inappropriate physical or social isolation as punishment.
- Exposure to domestic violence.

Indicators of Sexual Abuse in Children

- They describe sexual acts.
- Direct or indirect disclosures.
- Age inappropriate behaviour and/or persistent sexual behaviour.
- Self destructive behaviour.
- Regression in development achievements.
- Child being in contact with a suspected or know perpetrator of sexual assault.
- Bleeding from the vagina or anus.
- Injuries such as tears to the genitalia.

Indicators of Sexual Abuse in Parents, Caregivers of Anyone Else Associated with the Child

- Exposing the child to sexual behaviours of others.
- Suspected of or charged with child sexual abuse.
- Inappropriate jealousy regarding age appropriate development of independence from the family.
- Coercing the child to engage in sexual behaviour with other children.
- Verbal threats of sexual abuse.
- Exposing the child to pornography.

Indicators of Domestic Violence in Children

- Show aggressive behaviour.
- Develop phobias and insomnia.
- Experience anxiety.
- Show systems of depression.
- Have diminished self esteem.
- Demonstrate poor academic performance and problem solving skills.
- Have reduced social competence skills including low levels of empathy.
- Show emotional distress.
- Have physical complaints.

CHILD PROTECTION RISK MANAGEMENT STRATEGY**Managing Breaches**

This plan outlines the steps to be taken following a breach of the child and youth risk management strategy in order to address the breach in a fair and supportive manner.

Definition

A breach is any action or inaction by any member of the organisation, including children and young people, that fails to comply with any part of the strategy. This includes any breach in relation to:-

- statement of commitment to the safety and wellbeing of children and the protection of children from harm.
- code of conduct for interacting with children and young people.
- procedures for recruiting, selecting, training and managing paid employees and volunteers.
- policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines.
- policies and procedures for implementing and reviewing the children and youth risk management strategy and maintaining an employee register.
- risk management plans for high risk activities and special events, and
- strategies for communication and support.

All stakeholders are to be made aware of the actions or inactions that form a breach as well as the potential outcomes of breaching the child and youth risk management strategy.

Processes to manage a breach of the child and youth risk management strategy

Breaches will be managed in a fair, unbiased and supportive manner. The following will occur:-

- all people concerned will be advised of the process.
- all people concerned will be able to provide their version of events.
- the details of the breach, including the versions of all parties and the outcome will be recorded.
- matters discussed in relation to the breach will be kept confidential, and
- an appropriate outcome will be decided.

Suitable outcomes for breaches

Depending on the nature of the breach, outcomes may include:-

- emphasising the relevant component of the child and youth risk management strategy, for example, the code of conduct
- providing closer supervision
- further education and training
- mediating between those involved in the incident (where appropriate)
- disciplinary procedures if necessary, or
- reviewing current policies and procedures and developing new policies and procedures if necessary.

CHILD PROTECTION RISK MANAGEMENT STRATEGY

Template Risk Management Plan for High Risk Activity

In addition to occupational health and safety concerns, a child and youth risk management strategy should analyse the risk of ‘harm’ to children and young people.

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<p>Describe the activity <i>Identify all elements of the event from beginning to end</i></p>	<p>Identify Risks <i>Something that could happen that results in harm to a child or young person</i></p>	<p>Analyse the Risk <i>(Likelihood/Consequences)</i></p>	<p>Evaluate the Risk <i>The level of risk</i></p>	<p>Manage the Risk <i>Assess the options</i></p>	<p>Review <i>Nominate who will review after the event/activity</i></p>

CHILD PROTECTION RISK MANAGEMENT STRATEGY

INFORMATION FOR PARENTS AND CARERS

Our organisation's child and youth risk management strategy

Creating safe and supportive Service environments for children and young people is everyone's business. Our organisation is committed to providing the highest standard of service to children and young people and ensuring they are kept safe from harm.

In order to create a safe and supportive service environment for children and young people, organisations must initiate and maintain ongoing planning and commitment.

In a safe and supportive environment, services and activities are provided so children and young people:-

- feel safe and protected from harm.
- help plan activities and make decisions.
- are consulted and respected, and
- have their best interests considered and upheld.

Montessori Children's Centre, McLaren Vale is required to have a written child and youth risk management strategy to protect the children and young people in our organisation from harm. The strategy will help ensure our organisation is a safe and supportive service environment for children and young people, by identifying and minimising risks. Screening employees and volunteers through the Police Check system is part of the strategy.

The child and youth risk management strategy addresses the following elements:-

- a statement of commitment.
- a code of conduct for interacting with children and young people.
- procedures for recruiting, selecting, training and managing paid employees and volunteers.
- policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines.
- a plan for managing breaches of the child and youth risk management strategy.
- policies and procedures for implementing and reviewing the child and youth risk management strategy and maintaining an employee register for Police Checks.
- risk management plans for high-risk activities and special events, and
- strategies for communication and support.

As a parent/carer, it is important for you to understand the policies and procedures that form the child and youth risk management strategy. A copy of the strategy is attached for your information and comment.

TEACHING PROTECTIVE BEHAVIOUR WITH CHILDREN

We aim to teach children:-

- to recognise their feelings and express them verbally.
- to express their feelings both verbally and non-verbally.
- that they can choose to change the way they are feeling.
- that they have a right to feel safe at all times.
- to recognise the signs when they do not feel safe and when they need to be alert and think clearly.
- the difference between 'fun' scared that is the feeling of adventure and appropriate risk taking and dangerous scared that is not ok.
- to use their own skills to feel safe.

Beliefs

Our Service believes:-

- That children are capable of the same range of emotions as adults are.
- That children's emotions are real and need to be accepted by adults.
- That a response given to a child from an adult in a child's early stages of emotional development can be hugely positive or detrimental depending on the adult's reaction.
- That children are very in touch with their bodies reactions to their emotions.
- That children who retain, enhance and better understand their body's response to an emotion are more able to foresee the outcome out a situation and avoid them or ask for help.

SOURCES

Community and Disability Services Ministers' Conference (2005). Creating safe environments for children: Organisations, employees and volunteers: National framework. Retrieved April 27, 2010, from http://www.ocsc.vic.gov.au/downloads/childsafe_framework.pdf

Community and Disability Services Ministers' Conference (2005). Schedule: Guidelines for building the capacity of child-safe organisations. Creating safe environments for children: Organisations, employees and volunteers: National framework. Retrieved April 27, 2010, from http://www.ocsc.vic.gov.au/downloads/childsafe_sched01.pdf

UNICEF (n.d.). Fact sheet: A summary of the rights under the Convention on the Rights of the Child. Retrieved April 27, 2010, from http://www.unicef.org/crc/files/Rights_overview.pdf

Children's Protection Act 1993

Department of Education and Child Development: Families SA

Education and Care Services National Regulations 2011

Early Years Learning Framework

REVIEW

The policy will be reviewed annually.

Review will be conducted by:-

- Management
- Employees
- Families
- Interested Parties

*Next review date: **May 2015***