

## Policy Statement

All CatholicCare staff members must ensure that the fundamental rights of children are respected. This is achieved through the development of respectful relationships and a commitment to safety embracing appropriate boundaries, behaviours, and practices, in accordance with CatholicCare’s Code of Ethics and Catholic Social Teachings as well as adherence to the legislative imperatives of the State.

## Scope of Application (Responsibilities)

The following people have a responsibility in relation to this procedure:

- Line Managers are responsible for implementation and for ensuring that staff are aware of this policy and related procedures.
- All staff, Board members and volunteers are responsible for compliance with this policy and related procedures.

## Details

The purpose of this policy is to take all possible steps to ensure the protection of children against abuse and ensure that CatholicCare staff are working within best practice principles, including record-keeping, interpersonal interactions, appropriate responses, third parties, risk assessment and mandatory training.

## Definitions

**Child** - The Child Protection Act 1999 Sect.8 defines a child as an individual less than 18 years of age

**Risk Factor** - is a feature found more often in abusive families than in the general population which may indicate a heightened likelihood that a child may be harmed in the future

**Protective Factors** - is a factor that may influence or reduce the likelihood of future harm by interacting to support, enhance or develop a parent’s capacity, motivation and/or competence to meet the child’s protective needs

**Abuse** - is an action against a child that results in harm or serious risk of harm. There are four abuse types:

**Physical Abuse** - eg hitting, punching, scolding, excessive discipline etc.

**Emotional Abuse** - eg scapegoating, rejection, persistent hostility, exposure to violence

**Sexual Abuse** - eg penetration, sexual exploitation, exposure to pornography

**Neglect** - eg failure to attend to medical needs, poor hygiene /nutrition, inadequate supervision

### Harm

Harm is any detrimental effect or impact of a significant nature on the person’s physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation. It may be caused by a single act, omission, or circumstance; or a series or combination of acts, omissions or circumstances

### Other documentation:

#### Policies:

- Complaint Policy
- Conflict of Interest Policy

#### Procedures:

- Child Protection Procedure
- Recruitment Procedure

*Safeguarding Children and Vulnerable Adults*

*Prevention and Protection Policy Catholic Diocese of Toowoomba*

#### Consequences:

Failure to comply with this policy and associated procedures shall result in disciplinary action which may include termination of employment.

Date approved: 05/2016	Last review date: 07/2019	
Authorised by: Board	Next review date: 08/2021	Version: 5.0

## Definitions

### **Child in need of protection**

The *Child Protection Act 1999* (amended 2014) defines a child in need of protection as one who has suffered significant harm, is suffering significant harm, or is at unacceptable risk of suffering significant harm; and, does not have a parent able and willing to protect the child from harm. This may include detrimental effects on the child's body or their psychological or emotional state that are evident or are considered to be likely to become evident in the future.

Date approved: 05/2016	Last review date: 07/2019	
Authorised by: Board	Next review date: 08/2021	Version: 5.0