

THE GOWRIE (QLD) INC

Child Protection

CONSIDERATIONS:

QIAS

Principle 5.1

POLICY STATEMENT:

The Gowrie (Qld) Inc. seeks to take a proactive role in protecting all children from abuse by all those with a duty of care – educators, family members, staff and others.

RELEVANT FORMS/MATERIAL:

Child Care Form 25 – Reporting of Harm or Suspected Harm
Child Care Form 27a – Reporting of a Serious Injury
Child Care Form 27b – Reporting of a Death
Child Care Form 28 – Outcome Report
Child Care Act 2002 (section 81)
Child Care Regulations 2003

SOURCES:

- Brighter Futures Magazines by Child Safety Qld
- Qld Department of Child Safety
- Qld Department of Communities
- Commission for Children, Young People and Child Guardianship
- Child Safety Practice Manual- Dept of Child Safety
- Napcan Website <http://www.napcan.org.au/>
- Child Safety Website www.childsafety.qld.gov.au
- Reflections Magazine Issue 31 Winter 2008 Articles

REVIEWED: June 2010

Date to Be Reviewed: June 2011

INFORMATION FOR PARENTS	
BACKGROUND	<p>Early Childhood Education and Care services have a critical role to play in building resilience, support and linking families and promoting the safety and wellbeing of children.</p> <p>The Service will support families by</p> <ul style="list-style-type: none"> • Building relationships with parents and providing information and general support. • Supplying information about specialist resources and referral support services which could assist with issues related to children and the family situation; • Building resilience and strengthening critical early childhood protective factors such as language and communication, critical thinking and problem solving skills with children at the service • Ongoing staff training and development to enable them to fulfill their key responsibilities; • Supportive procedures to fulfill reporting obligations; • Monitoring and review process of the Gowrie (Qld) child protection and abuse prevention strategies. • Senior staff will periodically undertake training in Risk Management.
PROCEDURE	
WHAT STAFF SHOULD DO	<p>Staff will acknowledge that:</p> <ul style="list-style-type: none"> • the safety of children is the paramount consideration; • children need to know and believe that they have the right to be safe at all times; • children are entitled to basic human rights regardless of additional needs, cultural or socio-economic factors; • children are people in their own right deserving of respect, care and protection. • children are entitled to the support of an adult to act as an advocate on their behalf. <p>Staff will act in a positive way to develop a safe environment for children in their care and will take action to fulfill their duty of care by:</p> <ul style="list-style-type: none"> • Paying due attention to information in the Induction process when they begin work at the Kindergarten. • Exercising a duty of care to protect children and keep them safe.

	<ul style="list-style-type: none">• Being aware of the Child Care Regulation (2003) and Child Care Act (2002)• Having a Suitability Card for themselves and family members over the age of 18 prior to any involvement in the children's programs. Supporting families and advocating for quality services for families and children, in response to known protective behaviours which will decrease child's risk of harm.• Notifying the Director when they have reasonable grounds to suspect that a child has been harmed, or is at risk of harm.• Providing an environment in which children are free from harm, or risk of harm.• Providing children with child protection and protective care programs.• Staff are also advised to be mindful of their duty of care and responsibility of children in their care, that other staff members are in visual sight when children are in their care.• Staff should also tell another staff member when they are leaving an area to change a nappy or toilet a child. <p>Staff responding to harm will:</p> <ul style="list-style-type: none">• Take into account, and document what parents and children tell them and what they see.• Record observations and/or conversations accurately and objectively as soon as possible after the incident has occurred.• Not assume an investigative role and record all observations factually without any editorial comment, suppositions, interpretations, or allegations.• Consult immediately with the Director who will in turn immediately consult with the nominee.• Complete a <i>Reporting Of Harm Form*</i> and hand to the Director• All documentation and information to be regarded confidential. <p>The Director Responding to Harm will:</p> <ul style="list-style-type: none">• Inform the nominee if there is an immediate risk to the child, and take action to ensure the safety of the child.• Seek to gain support for staff engaged in responding to child abuse.• Report suspected child harm to the appropriate statutory authorities and to determine the strategy for informing parents.• Protect the anonymity of staff whom are obliged to report their concerns• Be aware that authorised Departmental Officers or police officers investigating the allegations may lawfully visit the Centre or child's home, and has the responsibility of informing at least one of the child's parents.
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	<ul style="list-style-type: none">• Seek to gain support for staff engaged in responding to child harm and protection issues.• Where possible, seek to consult with, and support parents throughout the process. The confidentiality of parents and families will be maintained at all times. <p>Note: The Dept of Communities is obliged to complete an Outcome Report – which is often done on a visit to the Centre.</p> <p>* “Harm’ to a child is any detrimental effect of a significant nature on the child’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 by sexual abuse or exploitation (s.9 Child Protection Act 1999)</p>
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