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EREA NSW Colleges Ltd is committed to embedding a culture where the safety, wellbeing, and participation of all children and young people under our care is paramount. Each school and every employee, volunteer and contractor, have legal and ethical obligations and our commitment means we will ensure that we meet these obligations rigorously.

EREA NSW Colleges Ltd has zero tolerance for child abuse.

- Requiring compliance with these NSW Child Safe Standards is one of the strategies employed by The EREA NSW Colleges Ltd Board to embed a culture of child safety at St Patrick's College.
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## Mandatory Report/Reporters

Mandatory Reporters and Reports are defined under the Children and Young Persons (Care & Protection) Act 1998.

Mandatory reporters are people who deliver the following services, wholly or partly, to children as part of their paid or professional work:

- Health care (e.g. registered medical practitioners, specialists, general practice nurses, midwives, occupational therapists, speech therapists, psychologists, dentists and other allied health professionals working in sole practice or in public or private health practices)
- Welfare (e.g. psychologists, social workers, caseworkers and youth workers)
- Education (e.g. teachers, counsellors, principals)
- childcare workers, family day carers and home-based carers)
- Residential services (e.g. refuge workers)
- Law enforcement (e.g. police)

A Mandatory Report is to be completed by a Mandatory Reporter when a Mandatory Reporter believes on reasonable grounds that a child or young person is at risk of significant harm.

## Risk of Significant Harm

The Children and Young Persons (Care & protection) Act 1998 defines Risk of Significant Harm as

1. For the purposes of this Part and Part 3, a child or young person is **at risk of significant harm** if current concerns exist for the safety, welfare or well-being of the child or young person because of the presence, to a significant extent, of any one or more of the following circumstances:
  - a. at risk of not being met,
  - b. the parents or other caregivers have not arranged and are unable or unwilling to arrange for the child or young person to receive necessary medical care,
    - i. in the case of a child or young person who is required to attend school in accordance with the [Education Act 1990](#) the parents or other caregivers have not arranged and are unable or unwilling to arrange for the child or young person to receive an education in accordance with that Act,
  - c. the child or young person has been, or is at risk of being, physically or sexually abused or ill-treated,

- a. the accused person is any of the following who is not a close family member of the complainant--
  - i. the parent or the parent of a parent of the complainant,
  - ii. the guardian or authorised carer of the complainant,
  - iii. the spouse or de facto partner of a person referred to in subparagraph (i) or (ii), or
- b. the accused person is a teacher at, or the principal or a deputy principal of, the school at which the complainant is a student, or
  - i. the accused person performs work at the school at which the complainant

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Volunteers may be family members of students, or from the wider College or local community.

Contractors are not employees of the College.

The College categorises Volunteers and Contractors as either:

- **Direct Contact Volunteers/Contractors:** Volunteers and Contractors who have direct physical or face-to-face contact with, or who directly communicate with, students (such as Volunteers and Contractors who are tutors, provide learning support, work in the Canteen, attend or provide excursions/incursions, assist in music/drama productions and coach sports teams). External Education Providers are considered Direct Contact Contractors.
- **Regular Volunteers/Contractors:** Volunteers and Contractors who assist the College in ways that do not involve direct contact with students (although there could be indirect or incidental contact), and s administration office, contracted consultants, regular maintenance workers or cleaners, and caterers for staff events)
- **Casual Volunteers/Contractors**

Role	Responsibilities
<p><b>Director and CEO of EREA NSW Colleges Ltd</b></p>	<p>The Director and CEO of EREA NSW Colleges Ltd implements the strategy and policy approved by The EREA NSW Colleges Ltd Board and appoints staff to fulfil the leadership, management and operational structures of EREA NSW Colleges Ltd.</p> <p>They ensure that EREA NSW Colleges Ltd governed schools apply sound governance and management practices, and that EREA NSW Colleges Ltd-governed schools meet their child safety and child protection obligations and legislative requirements. They also monitor and ensure appropriate and timely reporting to the EREA NSW Colleges Ltd Board in relation to child safety and child protection, to enable its members to discharge their responsibilities. They provide reports to EREA Ltd on safeguarding matters relevant to risk management.</p> <p>Reportable Conduct Scheme.</p>
<p><b>Director of Safeguarding</b></p>	<p>The Director of Safeguarding directs, supports and advises the Principals of all EREA NSW Colleges Ltd governed schools in relation to safeguarding incidents and investigations.</p> <p>They ensure that child safety incidents or concerns that occur at or involve EREA NSW Colleges Ltd governed schools, as well as other safeguarding issues, are promptly managed and reported to The EREA NSW Colleges Ltd Board through the Director and CEO.</p> <p>For the purposes of the Reportable Conduct Scheme, the Director and CEO has authorised the Director of Safeguarding to undertake responsibility for reporting and investigating allegations of Reportable Conduct involving all School/College Staff, Volunteers and Contractors.</p>





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Role	Responsibilities
	<ul style="list-style-type: none"> <li>• implement inclusive practices that respond to the diverse needs of students.</li> <li>• comply with all relevant safeguarding-related human resources policies and procedures.</li> </ul>

**Volunteers  
Contractors**

**and**

All Volunteers and all Contractors at the College are responsible for contributing to the safety and protection of students in the College environment.

To meet these obligations:

- All Volunteers and all Contractors must:
  - comply with our Safeguarding Policy and the EREA Code of Conduct
  - understand their legal obligations with respect to the reporting of child abuse and other harm
  - raise all child safety concerns with a Safeguarding Officer or the Principal
  - comply with all relevant safeguarding-related human resources policies and procedures.
- Direct Contact Volunteers/Contractors must also:
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Role	Responsibilities
	<p>All Staff and relevant Contractors and Volunteers must hold and maintain a valid WWCC clearance and report to the Principal or Director and CEO if they are no longer eligible for a WWCC clearance.</p> <p>The EREA NSW Colleges Ltd Director of Safeguarding or their delegate monitors and verifies WWCC status of the Principal, Deputy Principal, Business Manager and senior leaders contracted by EREA NSW Colleges Ltd.</p> <p>The Director of Human Resources, Risk and Governance is responsible for</p>

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### 8.1 Safeguarding Code of Conduct

The EREA Code of Conduct sets boundaries and expectations for appropriate behaviours between Staff, Contractors, Visitors and Volunteers of the College and students, including in physical and online environments. The EREA Code of Conduct includes a specific section on Safeguarding section 3.0 Child Safe Code of Conduct.

We also have a Student Code of Conduct, which includes standards of behaviour for students relevant to safeguarding.

We also provide additional information to students and families about behaviours that are acceptable and unacceptable and how to report inappropriate behaviour and raise concerns.

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