

2.2 Protecting of Children from Harm

Policy Statement

Protecting Children from harm is of the utmost importance with all children in our care. This protection includes the moral and legal duties to care for children associated with the service whilst not in the care of their parents or other primary caregivers, and to commit to the safety and wellbeing of children whilst attending the OSHC service.

Procedures

- Management, Nominated Supervisors and Educators shall be committed to providing an environment that is safe and promotes the well-being of all children at all times through:
 - Requiring that Educators and Management sign a code of conduct and code of ethics.
- Ensuring Educator employment and training procedures are implemented so that the service employs suitable people and conducts adequate induction and orientation
- Ensuring educators are directed that, when setting up for all activities, there is a safe physical environment as far as reasonably foreseeable and practicable
- Children are actively supervised to ensure that they are protected from harm caused by:
 - Physical injury; and/or
 - Harassment and other non-physical harm to the child, whether caused by other children, staff, parents of children or any other person
- Educators seek to ensure that they are never alone at the service with a child, except in an emergency situation
- Educators will supervise all areas available to children. Supervision is not only active but also must be adequate to the needs of children. All staff are to be aware of the children in their area at all times. Head counts are to be conducted on a regular basis.
- Written parental permission will be obtained for children to be photographed at the service. Photographs will be for service use and on social media. If consent is not given children's faces will be blurred.
- Educators will instruct the children to inform them when going to the toilet and will ensure that the Children's Toileting Policy (see Policy 4.9) is followed at all times
- Educators, Ancillary staff and Volunteers are to comply with legal requirements to hold, the appropriate child worker clearances under the Working with Children (Risk Management and Screening) Act 2000

- The Approved Provider, or in the case of an Approved Provider being a corporation, the executive officers, will comply with legal requirements to hold a current positive suitability notice under the Working with Children (Risk Management and Screening) Act 2000. The Coordinator acts as, Quality Officer for the service (see Policy 10.1 – Quality Compliance) and in this capacity:
 - Is to keep a copy of the current clearances and suitability notices referred to above; and
 - Ensures that the service and its staff are aware of all legislative requirements and changes relating to the protection of children, including under the Education and Care Services National Law Act 2010 and Regulations 2011, Working with Children (Risk Management and Screening) Act 2000 and other relevant legislation.

References

Education and Care Services National Law Act, 2010 and Regulations 2011

Child Protection Act 1999 and Regulations 2000

Family and Child Commission Act 2014

Duty of Care

Relevant Policies: Respect for Children, Commitment to the Safety and Wellbeing of Children and the Protection of Children from Harm, Reporting Guidelines and Directions for Handling Disclosures and Suspicions of Harm, Educator Practices, Communication with Families, Parent and Community Participation Reference: Protective Behaviours Consultancy Group of New South Wales Inc. (2007 3rd edition). The Protective Behaviours Program. Using PB with Kids. New South Wales, Australia: The Protective Behaviours Consultancy Group of NSW Inc.

Date of Development	Reason for Modification	Date Ratified	Date of Review