



The Scots College
Sydney Australia

Child Protection Policy – The Scots College

Source of Obligation

The NSW Registration Manual (3.6.1) requires the College to have in place policies and procedures to ensure that it meets its legislative obligations in relation to child protection.

Additional Source of Obligation

The Breaking the Silence (BTS) protocol is produced by the Conduct Protocol Unit (CPU) under the delegated authority of the General Assembly of the Presbyterian Church of Australia in NSW. Under BTS, the College is an approved organisation and can establish policies and procedures for dealing with and preventing abuse (for example, this policy). Approved organisations must be aware that it is essential the CPU be advised of all notifiable circumstances and/or allegations made because:

- The CPU acts as a liaison point within the church to ensure that, as far as possible, we comply with relevant legislative obligations, and seeks to ensure that all relevant systems are integrated and adhered to.
- The CPU can also provide assistance, resources and information before, during and after such procedures that may be beneficial to those involved.
- It is a requirement of BTS that the church insurers are notified of any act or circumstance that may give rise to a claim. There may be no retrospective indemnity for past causes of legal liability if this condition is not observed. This notification is done by the CPU.

Notifiable circumstance: The CPU must be advised of all notifiable circumstances, including:

any fact, circumstance, allegation, notification, knowledge of, verbal advice of, direct or indirect connection to, or attempt of abuse, and
all allegations, complaints, reportable allegations and allegations of reportable conduct.

A notifiable circumstance may identify someone who is currently or has been a member of the church, someone who is currently or has been a person in a position of authority within the church, a current or ex-employee, a current or ex-student, a current or ex-volunteer and/or a current or ex-third party. For the purposes of this definition the College is treated as part of the Presbyterian Church. The CPU is contactable on (02) 9690 9352.



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Our Policy

The Scots College has developed and implemented a comprehensive Child Protection Program designed to ensure compliance with the:

- *Education Act 1990 (NSW)*
- *Children and Young Persons (Care and Protection) Act 1998 (NSW)*
- *Child Protection (Working with Children) Act 2012 (NSW)*
- *Child Protection (Working with Children Regulation 2013 (NSW)*
- *Children's Guardian Act 2019 (NSW)*
- *Crimes Act 1900 (NSW)*
- *Civil Liability Act 2002 (NSW)*

and to implement best practice policies and procedures relating to the creation of child safe environments at the College.

Child Protection Training

Child protection training is provided annually to all staff who have direct contact with students and to mandatory reporters to inform them of their legal responsibilities relating to child protection, Mandatory Reporting, Reportable Conduct and Working With Children Checks (WWCCs) and other child protection policies and procedures.

Documentation

The Scots College maintains documentation that records:

- WWCC clearances
- Child protection investigation related incidents.

WWCC clearances are maintained by the People and Culture Team and recorded in the College's database.

Child protection investigation documents are maintained by the Director of Workplace Law and Child Protection and copies of all documents are stored in the College database.

