



WHITEFRIARS
CATHOLIC COLLEGE FOR BOYS

Procedure for Ensuring that Staff are informed about Mandatory Reporting Obligations

Preamble

This Recruitment Policy has been developed in the light of the Mission and Values Statement of Whitefriars College, in which we seek to live by and teach those values which the Catholic Church upholds and to celebrate our Catholic identity in the Carmelite Tradition. In line with the College vision “to educate and develop gentle men in the Catholic Carmelite tradition of contemplation, community, and service”, the College seeks staff who will be supportive of our faith community and be involved in the celebration of that community. It promotes a spirit of mutual trust and respects the gifts of others. It honours the contributions which each individual makes to the enrichment of the community. The College prioritises child safety and wellbeing, and a diverse community in which the contribution of each individual is encouraged, valued and respected. Whitefriars aims to develop and maintain a staff that is committed to the ethos of the College, professional in its approach to learning and teaching and diverse in the range and scope of the skills and experiences it provides. Whitefriars College acknowledges the Wurundjeri People, the Traditional Custodians of the land on which the College resides, and pays respect to Wurundjeri Elders past and present as well as future generations.

Procedure

As a duty of care, the staff at Whitefriars College are mandated to report on child abuse when this has been disclosed to them or they have formed a reasonable belief that abuse has occurred.

Child abuse is defined in the *Child Wellbeing and Safety Act 2005* (Vic.) to include:

- sexual offences
- grooming
- physical violence
- serious emotional or psychological harm
- serious neglect.

Mandatory reporting, failure to disclose and failure to protect

- The mandatory reporting obligation is set out in Part 4.4 of the *Children, Youth and Families Act 2005* (Vic.). Section 184 imposes an obligation on teachers, principals and other persons listed in section 182 to make a mandatory report if they form a belief on reasonable grounds that a child is in need of protection on the grounds that the child has suffered, or is likely to suffer, significant harm because of physical injury or sexual abuse, and the child’s parents have not protected, or are unlikely to protect, the child from harm of that type.
- [Ministerial Order No. 1359](#) sets out the specific actions that registered schools need to take to meet the [child safe standards](#). The Ministerial Order places accountability for managing the risk of child abuse with school governing authorities.



WHITEFRIARS
CATHOLIC COLLEGE FOR BOYS

- The failure to disclose offence requires any adult (subject to specific exemptions) who forms a reasonable belief that a sexual offence has been committed by an adult against a child under 16 to report that information to police. Failure to disclose the information to police is a criminal offence. Further information can be obtained at: www.justice.vic.gov.au/safer-communities/protecting-children-and-families/failure-to-disclose-offence.
- The failure to protect offence applies where there is a substantial risk that a child under the age of 16 under the care, supervision or authority of a school will become a victim of a sexual offence committed by an adult associated with that school. A person in a position of authority in the school will commit the offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so. Organisations other than schools are also covered by the offence. Further information is available at: www.justice.vic.gov.au/safer-communities/protecting-children-and-families/failure-to-protect-a-new-criminal-offence-to.

All teachers, those who are mandatory reporters and all other staff at Whitefriars College are made aware of mandatory reporting requirements and potential offences for failing to make a mandatory report by:

- addressing the school's policies and the mandatory reporting obligations at staff meetings on a regular basis
- using school-wide operational and classroom practices that embed a culture of child safety in our school
- having all staff undertake mandatory reporting eLearning sessions annually
- ensuring any new or trainee staff meet with the Deputy Principal – Staff or a delegate Leadership team member for induction regarding school issues and mandatory reporting responsibilities
- displaying Child Protection posters around the College
- requiring all staff to confirm compliance with the Staff, Volunteers and Contractors Student Safety Code of Conduct that explains the acceptable and unacceptable behaviours for staff
- assessing the ongoing suitability of staff through discussion as part of the annual review meeting process.

Approved by: College Leadership Team / Board

Date: 22/06/2022

Last update:

Next review date: 22/06/2024