

Child Protection Policy	
Policy Rationale	<p>There is international recognition that adults who have a formal role in working with or supporting children are in positions of trust and authority. The relationship between an adult and child is not a relationship between equals. Children are dependent on adults to care for and protect them.</p> <p>This policy sends a clear message that child exploitation and abuse is not tolerated.</p>
Policy Statement	<p>All CatholicCare staff members must ensure that the fundamental rights of children are respected and commit to prevent, identify and mitigate risk of harm to children.</p> <p>This is achieved through the development of respectful relationships and a commitment to safely embracing appropriate boundaries, behaviours, and practices, in accordance with CatholicCare's Code of Ethics and Catholic Social Teachings as well as adherence to the legislative imperatives of the State.</p>
Policy Scope	<p>The following people have a responsibility in relation to this procedure:</p> <ul style="list-style-type: none"> ○ Line Managers are responsible for implementation and for ensuring that staff are aware of this policy and related procedures. ○ All staff, Council members and volunteers are responsible for compliance with this policy and related procedures. ○ The designated Child Protection Officer is responsible for maintaining the Child Protection Register.
Consequences	<p>Failure to comply with this policy and associated procedures shall result in disciplinary action which may include termination of employment.</p>
Related Documentation	<p>Complaint Policy Conflict of Interest Policy Child Protection Procedure Recruitment Procedure <i>Safeguarding Children and Vulnerable Adults Prevention and Protection Policy</i> (Catholic Diocese of Toowoomba)</p>
Legislative References	<p>Child Protection Act QLD 1999 Fair Work Act 2009 (Cth) Human Rights Act – QLD (2019) Privacy Act 1988 (Cth) Working with Children (Risk Management and Screening) Act 2000 (Qld)</p>

Date approved	05/2016	Next review date	09/2026	Endorsed by	ELT
Last review date	11/2023	Version	8	Authorised by	Council