NEWHAVEN COLLEGE

Student Safety and Wellbeing - Raising and Responding to Concerns Policy

Last Review: Apr 26 v.3	**Constructed / Reviewed by:** Principal
Next Review: Nov 26 (at least every two years (thereafter or more frequently after a significant student safety incident)	**Approval Required:** Board
	Board Sign Off Date: 21 November 2024 **Implementation Date:** 20 January 2025

1 Statement of Context and Purpose

Newhaven College (**the College**) is committed to protecting its students from all aspects of harm, and has established strategies, practices, policies and procedures to uphold this public commitment.

All policies, protocols and procedures flow from the College's vision: Inspire young people with knowledge, empathy and curiosity to engage in their world with confidence and a sense of purpose.

This policy sets out in an accessible, child focused, culturally safe and easily understood manner, the ways in which concerns about all forms of child abuse and other reportable conduct:

- may be brought to the College's attention; and
- will otherwise be dealt with, both internally and in accordance with the College's external reporting obligations.

Other concerns may be raised by members of the College community in accordance with the *Grievance Policy (Community).*

This policy is a procedure for responding to and reporting child abuse allegations for the purpose of *Ministerial Order No. 1359 – Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Colleges and College Boarding Premises*, and part of the College's student safety and wellbeing framework (underpinned by the *Student Safety and Wellbeing Policy*).

2 Application

This policy applies to all Board members, employees, volunteers, contractors, labour hire workers, secondees and other authorised personnel required to perform functions on the College's premises, or at College-organised activities and events. Collectively, these individuals are referred to as 'staff'.

This policy extends to any other person who is engaged in student-connected work at the College, or that otherwise has direct and regular contact with the College's students (whether supervised or not).

3 Related Documents

Legislation

Crimes Act 1958 (Vic)

Worker Screening Act 2020 (Vic)

Education and Training Reform Act 2006 (Vic)

Child Wellbeing and Safety Act 2005 (Vic)

Children, Youth and Families Act 2005 (Vic)

Ministerial Order No. 1359

Fact sheets

Grooming offence | Department of Justice and Community Safety Victoria

Failure to disclose offence | Department of Justice and Community Safety Victoria

Failure to protect: a new criminal offence to protect children from sexual abuse | Department of Justice and Community Safety Victoria

4 Definitions

Schedule 1 of the *Student Safety and Wellbeing Policy* sets out the key definitions used in the College's student safety and wellbeing framework. For ease of reading, the two definitions are reiterated below.

Mandatory reporter has the meaning given to it by section 182 of the *Children, Youth and Families Act 2005* (Vic) (**CYF Act**). It includes but is not limited to registered teachers (including early childhood teachers), staff with post-secondary qualifications employed in the care, education or minding of children, school principals, registered nurses, students in training to become teachers (who have been granted permission to teach under relevant legislation), registered psychologists, out of home care workers, early childhood workers and any other person referred to in section 182 of the CYF Act.

Reasonable belief means a belief that would lead a reasonable person in the same position as you, and with the same information as you to form a belief that child abuse (including sexual abuse) or reportable conduct is occurring or may occur. There must be some objective basis for the belief. However, it is not necessary to have proof to form a reasonable belief, nor do you need to make a judgement about the truth of an allegation. However, a reasonable belief is

more than suspicion, mere rumour or speculation. Examples on circumstances where a reasonable belief may be formed are provided in this policy.

5 Relevant Principles

Staff have a variety of mandatory reporting obligations in relation to child abuse and other reportable conduct. The College is guided by this policy to fulfil its (and its staff's) obligations and aims to ensure that:

- Staff, students and members of the school community feel encouraged to raise concerns in accordance with this policy.
- Contact details of Student Safety Officers are readily available and widely known to the school community.
- All concerns are treated seriously, with the utmost importance and are responded to in a prompt, appropriate, sensitive and thorough fashion.
- The College and its staff have knowledge and an understanding of their legal obligations with their reporting obligations, and comply with these proactively.
- The College's processes for responding to concerns (and the complaints process generally) are legally compliant (with regard to privacy laws, reporting obligations and employment law), culturally safe and understood broadly - including by children and young people, families and staff.
- Investigations are conducted fairly and without bias, promptly and without undue delay.
- All reasonable steps are taken to protect the identity and wellbeing of a student who is the subject of a concern, and no adverse action is taken against a person who raises a concern (or is a child or young person who is the alleged victim of child abuse or reportable conduct).
- All reasonable steps are taken to co-operate with law enforcement agencies regarding concerns, and that these are reported to relevant authorities regardless of the legal obligation to do so.
- Members of the school community understand and have confidence in the processes that will be followed by the College in response to concerns.
- This policy is student-focused and can be easily understood by the school community, in particular students.

When complying with this policy, it must be appreciated that fulfilling the roles and responsibilities contained herein will not displace or discharge any other obligations that arise if a person reasonably believes that a student is at risk of child abuse or reportable conduct.

6 Raising concerns

6.1 How the school community may raise concerns with the College

If *you have a belief that a student is in immediate danger, you should immediately phone the Police on 000.*

If you are a member of the school community (other than a member of staff), with a concern about child abuse or reportable conduct involving a student, then you are encouraged to raise that concern with the Principal, a member of the College Leadership Team, or a Student Safety Officer.

Relevant contact details for the College's Student Safety Officers are set out in the below table:

Name	Position	Contact details
Tony Corr	Principal	tony.corr@newhavencol.vic.edu.au Ph. 03 5956 7505
Karen Milkins-Hendry	Director of Learning	karen.milkins-hendry@newhavencol.vic.edu.au Ph. 5956 7505
Brett Torstonson	Head of Senior School	brett.torstonson@newhavencol.vic.edu.au Ph. 5956 7505
Ralph Arceo	Head of Middle School	ralph.arceo@newhavencol.vic.edu.au Ph. 5956 7505
Cath Huther	Head of Junior School	cath.huther@newhavencol.vic.edu.a Ph. 5956 7505
Wellbeing Team: Tahnee Brown Emma Gale Christina Aitken Sarah Derham	 Social Worker School Counsellor School Counsellor School Counsellor	 tahnee.brown@newhavencol.vic.edu.au emma.gale@newhavencol.vic.edu.au christina.aitken@newhavencol.vic.edu.au sarah.derham@newhavencol.vic.edu.au * All available on 03 5956 7505

The College has appointed the Principal as its senior Student Safety Officer. The Principal has an important role in the promotion and maintenance of a student safe culture at the College. The Principal is also responsible for ensuring overall College compliance with the processes outlined in this policy.

Where a concern relates to a Student Safety Officer, it should be reported to the senior Student Safety Officer.

As the safety and wellbeing of students is the College's paramount consideration, you are encouraged to make a report, whether or not you have formed a belief on reasonable grounds that child abuse or reportable conduct has occurred.

6.2 How staff will deal with their own concerns

Staff with, or who are aware of concerns about child abuse or reportable conduct must also address any concerns they may have in accordance with this policy.

6.3 Concerns about the Principal or the Board

Where a concern relates to the Principal or a Board member, concerns should be raised with the Chair of the Board via email at board@newhavencol.vic.edu.au or via post:

David Jobe
Board Chair
Newhaven College
1770 Phillip Island Road, RHYLL 3923

In those circumstances, the Chair of the Board will be responsible for meeting the Principal's responsibilities as set out in this policy.

6.4 The College's Response

This section sets out how the College will acknowledge a concern about child abuse or reportable conduct involving a student.

6.5 Receiving a concern

Staff, upon becoming aware of a concern, is required to:

- Listen to the concern in a considerate, patient and supportive manner (and appropriately where the concern is coming from a student).
- Identify the party or parties involved.
- Confirm the basic details, without seeking extensive information, casting judgment or asking suggestive or leading questions.
- Take a detailed file note.
- Remain balanced and not assess the validity of the concern(s) being raised.

- Explain that other people may need to be informed about the concern, in order to stop any inappropriate or unlawful behaviour and to comply with the College's legal obligations and procedures.
- Confirm that the College takes the concern seriously.
- Offer support to the student(s) involved in the concern, and their families. This may include encouragement to access confidential wellbeing and support services, either internal or external to the College.
- Outline the process that will be followed by the College in dealing with the concern, in accordance with this policy.

Staff should then:

- Promptly and thoroughly manage the response of the College (including by monitoring the College's overall compliance with this policy and accounting for alternatives if the staff member allocated to resolve the concern is unable to perform their role).
- Comply with their personal reporting obligations as set out in this policy.
- Notify the Principal, a Student Safety Officer or member of the College Leadership Team, about the concern.
- If the Student Safety Officer or member of the College Leadership Team is the subject of the concern, notify the Principal about the concern.
- If the Principal is the subject of the concern, notify the Chair of the Board about the concern.

The College will then take such steps as it considers appropriate to protect any student connected with a concern until it is resolved, including by ensuring that any mandatory reporting obligations are met, and also, that allegations, suspicions or disclosures are made to relevant authorities (including but not limited to Victoria Police, Child Protection and CCYP) have been met, regardless of whether there is a legal obligation to report.

6.6 Resolving the concern

The College will investigate the concern where appropriate, which will ordinarily require a determination, on the balance of probabilities, whether the concern is substantiated or not.

When doing so, the College will take into account the diversity and characteristics of the school community to ensure equity is upheld and act to reduce barriers to inclusion.

The decision-maker will usually be the Principal (or their nominee), although where the concern relates to the alleged conduct or misconduct of the Principal then the decision-maker will be the Chair of the Board. The College may rely on legal or third-party assistance to investigate or determine the concern.

Where a concern involves allegations against a staff member, the College will need to notify the staff member about those allegations (to the extent that it is appropriate to do so, which may initially involve only notification that there has been a concern), outline the process to be followed, and advise the staff member about the process pending the resolution of the concern (which may, in appropriate cases include the staff member being stood down, without judgment, while the concern is being dealt with).

To the extent that the College decides it is appropriate or practicable to do so, any investigation will usually involve:

- Interviewing the subject of the concern and key witnesses or individuals (noting that more than one interview may be required).
- Reviewing relevant documents, correspondence and materials of substance.
- Taking notes of any interviews (or where appropriate, transcripts of audio recordings of any interviews) during the investigation.
- The relevant decision-maker determining whether, on the balance of probabilities, the concern is substantiated.

Witnesses being interviewed will not be unreasonably refused a support person.

If a concern is substantiated, the College will take appropriate action (which may, in the case of a current staff member, potentially include summary dismissal for serious misconduct). Even if a concern is not substantiated, the findings made by the College during the course of investigating the concern may, in certain cases, still result in disciplinary action (including dismissal).

Following the conclusion of its investigation, the College will indicate the outcomes of the investigation to:

- The person, or student who raised the concern.
- The person subject of that concern (where appropriate).
- Any external authorities (including but not limited to CCYP, Child Protection and Victoria Police) to whom a report is required to be made.

6.7 The College may need to adjust this policy to reflect the circumstances

This policy applies regardless of whether the alleged behaviour which is the subject of a concern, occurred on or outside College grounds, or concerns current or former students.

It may not be appropriate or possible for the College to investigate a concern in strict accordance with this policy where a concern is raised with the College and:

- An investigation by Victoria Police, CCYP or VIT relevant to the concern is ongoing.
- Civil or criminal proceedings relevant to the concern are ongoing.

- The concern relates to the conduct of current or former students.
- The concern relates to the conduct of former staff.

In such circumstances, the College will seek and act on legal advice to comply with this policy to the extent it is appropriate to do so (and in particular to protect the safety and wellbeing of all current students of the College).

6.8 Keeping the College informed

It is the College's preference that members of the school community (including students, staff, volunteers, parents, etc) promptly inform the Principal, a member of the College Leadership Team or a Student Safety Officer of any matters on the subject of a potential reporting obligation under this policy which relate to the school community, so that the College can coordinate the information and support the Police and affected students and their families as required.

However, the College appreciates that in some cases it will be necessary for an external report to be made before the College is notified (and nothing in this policy is intended to limit a person's right, or obligation, to make external reports). At the very least, the Principal, a member of the College Leadership Team, or a Student Safety Officer should be notified after an external report is made.

6.9 Reflection and continuous improvement

The College will analyse concerns and incidents to identify causes and (if applicable) systemic changes to inform continuous improvement.

7 Other Considerations

7.1 Concerns relating to other students

This policy also applies to concerns involving the behaviour of other students.

For example, mandatory reporting obligations are not limited to the actions of staff, and the failure to disclose offence can also apply to alleged sexual activity by adult students.

Where a concern involves child abuse or other inappropriate behaviour allegedly perpetrated by a student, the College will comply with its mandatory reporting obligations, and may otherwise exercise its discretion to inform the Sexual Offence and Child-Abuse Investigation Team (SOCIT).

Subject to any Police clearance which may be required, the College will otherwise deal with student-on-student behavioural issues in accordance with its student behavioural management procedures and any other relevant student discipline policies and procedures.

7.2 Information provided to students

Students are provided with age-appropriate information during class time and through College assemblies about what to do in response to an allegation of suspected child abuse and the need to promptly alert a member of staff if they believe that they, or a peer, is suffering from child abuse or reportable conduct.

Information provided to students includes, but is not limited to:

- Remain calm.
- Promptly seek help and speak to a trusted staff member (including a member of the College Leadership Team or a Student Safety Officer) about the concern.
- Remember this is not your fault, you are not to blame and are not in trouble.
- Tell the story in your own words, with as much detail as you can.
- Do not be afraid of saying the "wrong" thing.
- Listen carefully to any instructions you receive from staff (or if applicable, the Police or other authorities).
- Listen carefully to information you receive from staff about what will happen next (for example, and subject to the circumstances, authorities notified, parents informed, internal and/or external investigation).
- Be reassured that that you have done the right thing.

7.3 Records

The College will make, keep and secure clear and contemporaneous records of any concerns raised in accordance with this policy, and the steps taken by the College to respond to those concerns.

7.4 Support

The College will afford appropriate support to students the subject of, or otherwise connected to, concerns raised under this policy, particularly until the concern is resolved.

If a concern involves a student who identifies as Aboriginal or Torres Strait Islander, or is from a culturally and/or linguistically diverse background, has a disability or is otherwise vulnerable (including without limitation students who identify as LGBTQIA+, or are unable to live at home), steps will be taken to ensure that the student, and their family, is supported to understand the situation and are supported (including via the use of an interpreter where required).

The College will also provide appropriate support to staff who make mandatory reports under this policy, or who are assisting the College or families with the process outlined in this policy.

7.5 Cooperation with authorities

The College will cooperate with any external authorities (including but not limited to CCYP, Child Protection and Victoria Police) in relation to a concern or report (whether made under this policy or otherwise).

7.6 Confidentiality

Appropriate confidentiality will be maintained at all times when dealing with concerns under this policy, with information only being provided to those who have a right or otherwise, on a "needs to know" basis.

7.7 Communication

Where appropriate, the College will provide parents, carers and guardians with guidance and support where a student is the subject of a concern.

Staff do not require consent from a student's parents before making a mandatory report in accordance with this policy. Similarly, staff are not required to disclose that a mandatory report has been made.

However, the College will keep families updated as it considers appropriate about the way in which it is dealing with concerns affecting that family's child.

7.8 Victimisation is not tolerated

The College will not tolerate victimisation towards someone because they have raised or participated in a process contemplated by this policy, including by raising a concern or making a mandatory report.

8 The College's reporting obligations

Schedule 1 sets out the out the main mandatory reporting obligations that apply to the College and its staff.

The College treats seriously its reporting obligations and recognises that student protection is everyone's responsibility. Whilst the Principal, the College Leadership Team and Student Safety Officers are primarily entrusted with day-to-day responsibility for ensuring that these reporting obligations are met, all staff and appropriate personnel are required to uphold the ethos of this policy by ensuring that student safety and wellbeing matters are reported internally, and externally where required.

Staff will receive training on their personal reporting obligations to achieve this.

9 Communication and Implementation

9.1 Communication

This policy is made publicly available on the College's website.

This policy is available to staff as part of the College's and the Board's internal policies and procedures. Aspects of (and updates to) the College's student safety and wellbeing framework, including this policy will be addressed in the College's professional development updates, training programs, bulletins and newsletters.

9.2 At Board / Principal Level

To properly implement this policy:

- The Board and Principal will review this policy and the College's student safety and wellbeing practices at least every two years (or more frequently after a significant student safety and wellbeing incident) and implement improvements where applicable.
- Families and the school community will be afforded the opportunity to contribute to the review and development of the College's student safety and wellbeing policies and practises (including this policy).
- Periodic training and refresher sessions on this policy are provided to all staff.
- The Principal is responsible for monitoring staff compliance with this policy. All staff must ensure that they abide by this policy and assist the College implementing this policy.

9.3 At Other Levels

To properly implement this policy, all staff must ensure that they will abide by this policy and assist the College in the implementation of this policy.

Schedule 1 – The College's Reporting Obligations

1 Mandatory Reporting Obligations

1.1 Reporting a Sexual Offence: Failure to Disclose Offence

The *Crimes Act 1958* (Vic) makes it a crime to fail to disclose a sexual offence against a child.

As a result, anyone (and not just a not just professionals who work with the College's students, or with children and young people generally) aged 18 or over must make a report to Victoria Police if they form a reasonable belief that a sexual offence has been committed against a child under the age of 16 years, by a person aged 18 years or over.

A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere rumour or speculation. A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds. For example, a 'reasonable belief' might be formed if:

- A student states that they have been sexually abused.
- A student states that they know someone who has been sexually abused (sometimes the student may be talking about themselves).
- Someone who knows a student states that the student has been sexually abused.
- Professional observations of the student's behaviour or development leads a professional to form a belief that the student has been sexually abused or is likely to be abused.
- Signs of abuse lead to a belief that the student has been sexually abused.

If you are not sure whether you have a reasonable belief, you must consult with the Principal, a member of the College Leadership Team, a Student Safety Officer or the appropriate body to which a report must be made.

If you have formed a reasonable belief in relation to a sexual offence, you must immediately report the belief to Victoria Police by calling 000 in an emergency or otherwise, to SOCIT.

You must then make a further report on each occasion on which you become aware of any further reasonable grounds for the reasonable belief.

Please note that fulfilling the roles and responsibilities contained in this policy do not displace or discharge any other obligations that arise if you reasonably believe that a child is at risk of child abuse.

Failure to make a report without reasonable excuse is an offence under section 327 of the *Crimes Act 1958* (Vic) and carries a potential term of imprisonment.

However, it may not be an offence not to disclose a sexual offence against a child to Victoria Police if you have a reasonable excuse. You may have a reasonable excuse if you:

- Have a reasonable fear that reporting your reasonable belief to Victoria Police may pose a risk to your own or another person's health and safety (including the relevant child or young person, but not including the alleged perpetrator of sexual offence).
- Were told about the sexual offence by the alleged victim, who was 16 or older at the time they disclosed the abuse, and they have asked you not to report the abuse.
- Believe on reasonable grounds that the information has already been disclosed to Victoria Police by another person (such as a Child Protection authority) and you have no further information.

If there is uncertainty about the need for a report to Police (or another body) you should seek advice from the Principal, the College Leadership Team or a Student Safety Officer about whether you are still required to make a report.

1.2 The Reportable Conduct Scheme

The *Children Wellbeing and Safety Act 2005* (Vic) established the Reportable Conduct Scheme (Scheme) managed by CCYP. The Scheme requires the College to report and investigate reportable allegations (as defined in Schedule 1 of the *Student Safety and Wellbeing Policy*) against a current member of staff.

The Principal (or their delegate) will notify CCYP of any alleged reportable conduct or alleged misconduct that may involve reportable conduct in respect of a staff member.

A disclosure can be made using an online form available on CCYP's website. CCYP may also be contacted by phone on 1300 782 978 or by email at contact@ccyp.vic.gov.au in relation to any queries.

Further, the Scheme requires the head of an entity (the Principal) to do certain things upon becoming aware of a reportable allegation about a member of staff. These obligations include, but are not limited to, managing any immediate risks to students, making reports as required by law and investigating the allegations when appropriate clearance has been received (refer below).

Where a reportable allegation is about the Principal, the Chair of the Board will assume responsibility for complying with the head of entity's obligations under the Scheme.

As soon as practicable after becoming aware of a reportable allegation, the head of the entity must respond to the reportable allegation by making the notifications to CCYP and investigating the allegation:

- Initial notification – within three (3) business days after becoming aware of the reportable allegation.
- Update – as soon as practicable and within thirty (30) calendar days after becoming aware of the reportable allegation.
- Advice about investigation – as soon as practicable.
- Outcome(s) of investigation – as soon as practicable.

1.3 Mandatory reporting

Mandatory reporters (as defined in Schedule 1 of the *Student Safety and Wellbeing Policy*) have mandatory reporting obligations under the *Children, Youth and Families Act 2005* (Vic). Failure to make a mandatory report can constitute an offence under that Act.

If you are a mandatory reporter, and you have formed a reasonable belief that:

- a child has suffered, or is likely to suffer, significant harm, as a result of physical injury or sexual abuse; and
- the child's parents have not protected, or are unlikely to protect, the child or young person from harm of that type,

you must immediately report the belief to Child Protection by calling 1300 655 795 during business hours, or 13 12 78 after hours. Additional reports must be made on each occasion where a mandatory reporter becomes aware of any further reasonable grounds for the belief.

Staff must check whether they are mandatory reporters.

A mandatory reporter must make a report even if a SSO does not share their belief that the report must be made. The College will afford support where appropriate to mandatory reporters who make a report under this policy.

1.4 Victorian Institute of Teaching (VIT)

In accordance with the *Education and Training Reform Act 2006* (Vic), the College must notify VIT if it has taken any action against a registered teacher in response to allegations:

- Of serious incompetence.
- Of serious misconduct.
- That the teacher is unfit to be a teacher.
- That the teacher's ability to practice as a teacher is seriously detrimentally affected, or likely to be seriously affected, because of an impairment.

- Any other actions against a registered teacher that may be relevant to their fitness to teach.

The College must also notify VIT if it becomes aware that a registered teacher has been:

- Charged with, convicted or found guilty of certain criminal offences that affect the right to hold a Working with Children Check (WWCC).
- Given a negative notice in relation to a WWCC.

1.5 Referral to Child FIRST/Orange Door

A referral to Child FIRST/Orange Door should be considered if, after taking into account the available information, a staff member forms a view that the concerns have a low-to-moderate impact on the wellbeing of a student under the age of 17 years, but the student is not at risk of significant harm (meaning a mandatory report is not required).

Anyone with a concern for a student's wellbeing can make a referral to Child FIRST/The Orange Door. If the Principal does not wish to make a mandatory report, this does not discharge the mandatory reporter's legal obligation to do so *if the mandatory reporter continues to hold a reasonable belief that abuse or a sexual offence may have occurred* (including in circumstances where the student's parents have not or are unlikely to protect their child from that harm). In that circumstance, the mandatory reporter must still make a report to Child Protection or a referral to Child FIRST/Orange Door and in the case of a sexual offence, Victoria Police.

Examples of situations where a referral to Child FIRST/The Orange Door may be appropriate include:

- Significant parenting problems that may be affecting the student's development.
- Family conflict, including family breakdown.
- A family under pressure due to a family member's physical or mental illness, substance abuse, disability or bereavement.
- Young, isolated and/or unsupported families.
- Significant social or economic disadvantage that may adversely impact on a student's care or development.

Many cases will not fit neatly into these categories. For guidance about whether a referral to Child FIRST/The Orange Door should be considered, staff can refer to the College's Student Safety Officers and information available on the DFFH's website.

Please note that whilst Child FIRST acts as the access point for family services, it is progressively transitioning to the Orange Door. Child First/Orange Door can be contacted at 1800 319 353.

2 Non-Mandatory Reporting

Staff should make a non-mandatory report to Child Protection only if they do not have a mandatory obligation to report to Child Protection. Staff should discuss any concerns with a Student Safety Officer for guidance.

2.1 Wellbeing Report

Under section 28 of the CYF Act, any person can make a report to Child Protection if they have a significant concern for the wellbeing of a student.

A wellbeing report may be made when a significant concern is formed for the wellbeing of a student.

This may occur if there are concerns that a student is at risk of being harmed (or has been harmed) and the harm has had, or is likely to have, a serious impact on the student's safety, stability or development. These concerns could include:

- significant parenting problems that may be affecting the student's development family conflict, including family breakdown
- families under pressure due to a family member's physical or mental illness, substance abuse, disability or bereavement
- young, isolated and/or unsupported families
- significant social or economic disadvantage that may adversely impact on a student's care or development.

A wellbeing report can be made even if the student is not in need of protection (for example because the student's parent is likely to protect the student from the harm).

Instead of making a wellbeing report you may follow the procedures for making a referral to a community support service (such as Child FIRST or the Orange Door).

2.2 Protective Intervention Report

Under section 183 of the CYF Act, any person can make a report to Child Protection or the police if they believe, on reasonable grounds, that a student is in need of protection.

2.3 Therapeutic Treatment Report

Under section 185 of the CYF Act, any person can make a report to Child Protection if they believe, on reasonable grounds, that a student is in need of therapeutic treatment because they are exhibiting sexually abusive behaviours.

If this report is being considered, staff members should consider whether there are any mandatory reporting obligations being enlivened where police should be notified.