



EDMUND RICE EDUCATION AUSTRALIA

Northern Region

CHILD AND YOUTH RISK MANAGEMENT STRATEGY

2022

Xavier Flexi Schools Network (XFSN), part of Edmund Rice Education Australia (EREA), operates four Flexible Learning Centres – Inala FLC, Ipswich FLC, Townsville FLC (with campuses in Bowen and Burdekin) and The Centre Education Programme. Our four schools and two additional campuses are committed to the safety and wellbeing of all young people.

The XFSN Child and Youth Risk Management Plan which can be found on our website has been developed in compliance with our obligations under the *Working with Children (Risk Management and Screening) Act 2000* and the *Working with Children (Risk Management and Screening) Regulation 2020*, and with reference to the EREA Child and Youth Risk Management Strategy to promote and protect children and young people.

PART 1: COMMITMENT

Statement of Commitment (*mandatory requirement 1*)

Edmund Rice Education Australia (EREA) is committed to the safety and wellbeing of all students and children. EREA values and respects the preciousness and uniqueness of each student and child. In EREA we embrace the Gospel values of freedom, justice, love and respect and the teachings of Jesus and Blessed Edmund Rice. All children are precious in the sight of God who calls all of us to care for children and to take action where those in need may not be able to protect themselves.

Creating and maintaining the school as a place of safety in a supportive, nurturing community is an essential part of EREA's ethos and forms the basis of our commitment to the protection of students and children. EREA strives to ensure a culture within its schools and entities where all who have the responsibility and care of students and children understand that student and child protection is every person's responsibility. Important to developing this culture is ensuring the implementation of strategies enacted to minimise the risk of harm to students and children. That is, the education of staff and students about personal safety strategies and an acknowledgment by EREA schools and entities that the safety and wellbeing of students and children must be at the centre of every preventative and protective action they take.

Edmund Rice Education Australia (EREA) Northern Region's Child and Youth Risk Management Strategy has been developed in compliance with our obligations under the *Working with Children (Risk Management and Screening) Act 2000* and the *Working with Children (Risk Management and Screening) Regulation 2020* to promote and protect children and young people.

Codes of Conduct (*mandatory requirement 2*)

EREA has developed codes of conduct and standards of behaviour for employees, volunteers (including parents), students and other personnel (including contracted persons and groups) in

consultation with relevant parties. These codes of conduct set out EREA's requirements in relation to the conduct of employees, volunteers, students and other personnel (including contracted persons and groups).

The EREA Northern Region Student Protection Processes complement the National Catholic Safeguarding Standards developed by Catholic Professional Standards Limited (2019) and reviewed by Australian Catholic Safeguarding Limited (2022)

EREA Employee/Volunteer Code of Conduct

The Edmund Rice Education Australia (EREA) *Code of Conduct* details, clarifies and affirms the standards of behaviour required by EREA in the performance of their employees' duties and volunteers (including parents) in their activities in the school. All employees and volunteers must comply with the *Code of Conduct*. It forms part of the contract of employment for all persons employed by EREA, including on a temporary, casual, fixed term or continuing basis and agreement entered into with persons (volunteers) who freely offer their services to EREA.

The *Code of Conduct* is implemented to assist employees and volunteers within Edmund Rice Education Australia (EREA) to ensure that in their interactions with students/children they behave professionally at all times and observe appropriate boundaries, behaviour and conduct in accordance with EREA's standards and expectations and does not impact or otherwise harm students/children. In addition the *Code of Conduct* covers the employees'/volunteers' duties in relation to risk management and duty of care obligations to students/children.

EREA has uploaded the *Code of Conduct* to its website. EREA requires Principals and delegated persons to conduct *Code of Conduct* training for school employees. The *Code of Conduct* is available to all existing and new employees and volunteers and will be an essential component of the induction of all new employees at the commencement of service for volunteers and at best annually to other personnel. EREA has reviewed its *Code of Conduct*.

The *Code of Conduct* is complemented by policies of Edmund Rice Education Australia and its schools, including child protection processes and child protection legislation. Further, child protection processes and child protection legislation (or other statutes) will apply if there is any inconsistency with the *Code of Conduct*.

The *Code of Conduct* includes obligations of persons who fulfil the definition of Employee or Volunteer.

The *Code of Conduct* also sets out responsibilities of employees and volunteers which:

- govern interactions with students, management of students and physical contact with students
- govern interactions between colleagues
- outline expectations regarding the use of technology
- affirm Edmund Rice Education Australia's position on drugs, alcohol, tobacco, sexual harassment, workplace harassment and discrimination

- establish a process for reports and complaints to be made about breaches of the *Code*.

Student Behaviour Support Plan

EREA Northern Region requires EREA schools and entities to develop a Student Behaviour Support Plan for their school/entity, in consultation with all groups in the school/entity community and implement that plan for a whole school/entity approach to support student/child behaviour in the school/entity environment.

The Student Behaviour Support Plan must reflect the shared values and expectations of the school/entity to student/child behaviour support and maintain a supportive catholic school environment in the Edmund Rice Tradition.

A student/child code of behaviour must be included in the Support Plan. EREA Northern Region requires all EREA Northern Region schools and entity to make the Student Behaviour Support Plan readily accessible to students and parents/caregivers.

EREA Child Safe Code of Conduct

The EREA Child Safe Code of Conduct is designed to assist Edmund Rice Education Australia (EREA) Northern Region to meet its legal obligation to provide a Code of Conduct for interacting with children and young people. The Child Safe Code of Conduct complements the EREA Code of Conduct. Also, the Code is designed to enhance the requirements of EREA in its commitment to the provision of a safe and supportive environment for students and children entrusted to the care of Edmund Rice Education Australia Northern Region. This Code of Conduct applies to all Edmund Rice Education Australia (EREA) employees in the Northern Region contracted on a continuing, fixed term or casual basis. Volunteers (including parents) are also required to abide by the Code.

The EREA Child Safe Code of Conduct sets out the expectations of EREA Northern Region of its employees and volunteers in their interactions with students and children:

- Appropriate Professional Boundaries
- Appropriate Student Behaviour Management
- Appropriate Physical contact with students/children
- Preventing Sexual Misconduct

EREA requires EREA schools and entity to ensure that:

- the Child Safe Code of Conduct is implemented in the school and entity community;
- all employees and volunteers have access to a copy of the Code;
- parents are made aware of the Code.

PART 2 - CAPABILITY

Procedures for recruiting, selecting, training and managing staff that enhance the safety and wellbeing of children and young people and the protection of children and young people from harm (*mandatory requirement 3*)

Recruitment and selection

EREA Northern Region's recruitment and selection processes aim to recruit and select teaching staff, other personnel and volunteers that work with students/children in EREA Northern Region schools and entity that are appropriately qualified and suitable for working with children and young people.

EREA Northern Region schools and entity are involved in recruitment, selection, training and management of teaching staff, other personnel and volunteers in partnership with personnel from the EREA Northern Region office.

The Principals/Entity Leaders must comply with EREA's policies and procedures in relation to recruitment, selection, training and managing of teaching staff, other personnel and volunteers. These policies are available on the national Edmund Rice Education Australia (EREA) website.

In advertising new positions in schools and entities, EREA's Northern Region advertising template states that *"All applications for this position will be submitted to screening procedures as detailed in the Working with Children (Risk Management and Screening) legislation and the Education (Queensland College of Teachers) Act 2005. These checks are consistent with Edmund Rice Education Australia's commitment to the protection of children and young people in their care."*

EREA Northern Region adheres to the requirements of the *Working with Children (Risk Management and Screening) Act 2000*, *Working with Children (Risk Management and Screening) Regulation 2020*, *Education (Accreditation of Non-State Schools) Act 2017 and Regulation 2017*, and the *Education (Queensland College of Teachers) Act 2005* with regards to employment.

All non-teaching personnel and volunteers working in EREA Northern Region schools and entities are required to comply with EREA Northern Region Blue Card Screening Procedures. EREA Northern Region requires all non-teaching personnel, volunteers and trainee students who work with students/children and who require a Blue Card under the *Working with Children (Risk Management and Screening) Act 2000*, to obtain a Blue Card and keep it current. All teachers are required to produce evidence of current teacher registration with the Queensland College of Teachers ("QCT") before they commence work in EREA schools and entities and an Exemption Card if relevant.

Training and Management of Employees

Edmund Rice Education Australia (EREA) Northern Region requires all teaching staff, other personnel and volunteers to complete induction training. Principals and Entity Leaders are required by EREA Northern Region to ensure that all teaching staff, other personnel and volunteers are provided with induction training on the school's/entity's processes and procedures, the values and expectations of EREA and the standard of behaviour required of by teaching staff, other personnel and volunteers in their interactions with students/children. EREA Northern Region provides support to EREA schools and entities to provide a safe and supportive environment for students/children. EREA Northern

Region conducts induction training for all new Principals, Entity Leaders and Deputy Principals. This training specifies requirements of the Code of Conduct and EREA's key documents and includes meeting key people in EREA Northern Region who support Principals, Entity Leaders and Deputy Principals.

All teaching staff, other personnel and coaches who work within EREA Northern Region schools and entities must complete EREA Northern Region's mandatory Student Protection Online Training for teaching staff, other personnel and coaches within four weeks of commencing their employment. Volunteers are required to read the EREA Northern Region Student Protection Processes and EREA Code of Conduct on commencement of their volunteer services. Volunteers are required to complete EREA Northern Region's Volunteer Online Training at the commencement of their volunteer services. All teaching staff and other personnel are required to attend face to face Student/Child Protection training offered by the school/entity during the course of the school year and mandatory online training annually. Student Protection training covers EREA Northern Region's requirements under the EREA Northern Region Student Protection Processes in relation to reporting by teaching staff and other personnel of suspicions or allegations of:

- sexual abuse/likely sexual abuse of students/children;
- harm or risk of harm to students/children caused by physical abuse, sexual abuse, emotional abuse or neglect; and
- inappropriate behaviour of staff to students.

This training provides EREA Northern Region employees who work with students/children sound skills to effectively identify, respond to and report suspicions or allegations, as required by law and EREA Northern Region's Student Protection Processes.

Additional on-going training is provided by Edmund Rice Education Australia and Queensland Catholic Education Commission and employees are encouraged to attend. Edmund Rice Education Australia's professional safeguarding staff co-ordinate learning opportunities for EREA Northern Region employees to enhance their professional or personal knowledge and skills.

EREA Northern Region schools and entities give their employees opportunities to attend courses relating to the wellbeing of students/children e.g. Bullying, Harassment, Behaviour Management of students/children, students with special needs.

Where there is a complaint or allegation in relation to teaching staff, other personnel or volunteer of inappropriate behaviour or misconduct EREA takes appropriate management action which includes following the requirements of Child Protection legislation, the EREA Code of Conduct, EREA Northern Region Student Protection Processes and the *Queensland College of Teacher's Act 2005*.

EREA provides the Employee Assistance program to give free and confidential counselling to employees who require support.

Other EREA Support for the wellbeing of students/children

EREA acknowledges that students learn best in school environments in which they feel safe, physically and emotionally, free from bullying and intimidation. EREA and EREA Northern Region schools and entities have developed policies, processes and resources to support the care and wellbeing of

students. Employees are made aware of these policies, processes and resources from time to time at staff meetings, 'in-service' days and staff notices.

These policies and processes may include and address:

- Preventing and Responding to Student Bullying
- Management of Drugs and Other Prohibited Substances incidents in schools
- Management of Police Intervention and Interviews Conducted with Students on School Premises
- Management of Weapons in Schools guidelines
- Suicide Prevention guidelines
- Students with Disabilities
- Student Attendance
- Acceptable Use of Technology
- Public Transport Use
- Administration of Medicine to Students
- Critical Incident Management

Every Edmund Rice Education Australia (EREA) Northern Region school employs school counsellors to work with students, parents and staff and provide pastoral care, personal safety strategies, and support for marginalised students and students who may be at risk of being harmed. Each student in EREA Northern Region schools is allocated to a pastoral care group with a pastoral care co-ordinator who provides support and guidance throughout years 4 -12. In Early Learning Centres, educators develop caring relationships with each child to enable them to feel safe, secure and supported.

PART 3 – CONCERNS

Policies and procedures for handling disclosures or suspicions of harm (*mandatory requirement 4*)

Student Protection Processes

Edmund Rice Education Australia (EREA) Northern Region's Student Protection Processes provide a process for all teaching staff, other personnel and volunteers who work in EREA schools and entities to recognise, respond and report allegations or suspicions of:

- sexual abuse/likely sexual abuse of students/children;
- harm or risk of harm to students/children caused by physical abuse, sexual abuse, emotional abuse or neglect; and
- inappropriate behaviour of staff/volunteers to students/children.

The document EREA Student Protection Processes has been developed in accordance with the requirements of the *Education (Accreditation of Non-State Schools) Act and Regulation 2017*, the *Education (General Provisions) Act 2006 and Education (General Provisions) Regulation 2017*, the *Working with Children (Risk Management and Screening) Act 2000* and *Working with Children (Risk*

Management and Screening) Regulation 2020, the Child Protection Act 1999, the Education (Queensland College of Teachers) Act 2005 and the Non-State Schools Accreditation Board.

The EREA Northern Region Student Protection Processes complement the National Catholic Safeguarding Standards developed by Catholic Professional Standards Limited (2019) and reviewed by Australian Catholic Safeguarding Limited (2022).

In compliance with the law, reports are made to the Queensland Police Service in relation to allegations or reasonable suspicions of sexual abuse/likely sexual abuse of a student/child or to the Department responsible for Child Safety for harm/risk of harm to a student/child caused by sexual abuse, physical abuse, emotional abuse or neglect. If a report is made in relation to inappropriate behaviour of a teaching staff member, other personnel, or volunteer towards a student/child that report will be handled by the Principal or Entity Leader, with support from the EREA Director of Schools – QLD. When required advice will be sought from relevant external professionals and requirements of the law will be complied with. All teaching staff and other personnel must complete mandatory on-line training annually and EREA requires Principals/Entity Leaders at EREA to sign off that the mandatory training has been completed. A register of all employees and volunteers who complete the training is kept at the school/entity and is forwarded to the EREA Online Training Administrator. External audits are conducted.

The EREA Northern Region Student Protection Processes is readily available for teaching staff, other personnel, volunteers, parents, students and carers and EREA Northern Region requires that all EREA Northern Region schools and entities upload the Processes to their school/entity website.

EREA has developed a system to enable central management and monitoring where a Record of Concern about student wellbeing is brought to the notice of the Director of Schools - QLD , including allegations or suspicions of sexual abuse or likely sexual abuse of a student/child, harm or risk of harm to a student/child or inappropriate behaviour of teaching staff, other personnel or volunteer towards a student/child.

EREA has developed a complaints procedure to enable teaching staff, other personnel, volunteers, parents or students to make a complaint that an EREA Northern Region school or entity has not complied with the Student Protection Processes. Teaching staff, other personnel, volunteers, parents or students may make a complaint via the Record of Complaint about non-compliance with EREA Northern Region’s Student Protection Processes. Principals and Entity Leaders are required to handle these complaints in accordance with EREA Northern Region’s Procedure for Handling Complaints about non-compliance with EREA Northern Region’s Student Protection Processes.

School/Entity based Student/Child Protection Contacts

In accordance with the *Education (Accreditation of Non-State Schools) Regulation 2017* each EREA Northern Region school and entity must have two stated staff members to whom a student/child can report behaviour of another staff member that the student/child considers to be inappropriate.

In EREA Northern Region schools and entities at least two staff members must be appointed as a Student/Child Protection Contact. The Principal/Entity Leader can nominate to be a Student/Child Protection Contact. The role of the Student/Child Protection Contact is to assist teaching staff, other personnel, parents, students and volunteers in student/child protection matters and to assist staff to

make a report when a complaint or allegation of harm to a student/child is received as outlined in EREA Northern Region Student Protection Processes. EREA Northern Region requires all EREA Northern Region schools and entities to make teaching staff, other personnel, volunteers, parents and students aware of the school/entity Student Protection Contacts, through school/entity newsletters, posters prominently displayed in the school/entity and other ways specific to and chosen by the school/entity e.g. daily student notices.

Information about the Student/Child Protection Contacts and requirements for their appointment is detailed within the EREA Northern Region's Student Protection Processes.

Student Protection Officers

Edmund Rice Education Australia (EREA) has appointed a Director of Safeguarding who will assist the Director of Schools – QLD and provides assistance and support to EREA schools, Flexible Learning Centres, Indooroopilly Montessori Children's House and Mary Rice Early Learning Centre.

A plan for managing breaches of the Child and Youth Risk Management Strategy (*mandatory requirement 5*)

Edmund Rice Education Australia (EREA) takes any breach of its Child and Youth Risk Management Strategy seriously. Breaches may be dealt with as follows:

- if the alleged breach relates to the actions of an employee, EREA Northern Region will manage this, as appropriate, in accordance with its Employee Misconduct Process and Unsatisfactory Performance Process;
- if the alleged breach relates to a report of inappropriate behaviour of a staff member, other personnel or volunteer to a student/child, EREA will manage this in accordance with the process set out in the EREA Code of Conduct and the EREA Northern Region Student Protection Processes;
- if the breach relates to a complaint made via the Record of Complaint about Non-Compliance with EREA Northern Region Student Protection Processes, that complaint will be dealt with in accordance with the Procedure for Handling Complaints about Non-Compliance with EREA Northern Region's Student Protection Processes and legislative requirements.
- if the breach relates to the action of a contractor, EREA Northern Region will take appropriate action under EREA Northern Region's contract with the contractor.

A risk management plan for high risk activities and special events (*mandatory requirement 7*)

Risk Management Tools

Edmund Rice Education Australia Northern Region (EREA) requires all EREA Northern Region schools and entities to consider all curriculum and non-curriculum activities in terms of their level of risk. When undertaking all activities or special event (i.e. low, medium or high) EREA Northern Region schools and entities undertake responsibility for identifying potential risks and considering the safety and wellbeing of students/children and the risk of harm to students/children.

EREA requires EREA Northern Region schools and entities to develop and implement a risk management plan to remove or minimise the risk of harm to students/children. The plan includes risk management assessment and risk mitigation which is carried out for activities undertaken within the school/entity and outside the school/entity. Schools are encouraged to access the Queensland Government *Child and Youth Risk Management Strategy Toolkit* and *Blue Card Services Learning Portal – Risk Management* to assist them in relation to risk assessments and risk management plans. EREA Northern Region has support persons to assist EREA Northern Region schools and entities with the development and implementation of risk management plans. There are Health and Safety teams and a dedicated Workplace Health and Safety Officer (“WHSO”) at each EREA Northern Region School and entity who provides support, if requested, to carry out risk assessments and develop and implement a risk management plan. Internal audits are carried out to ensure that EREA Northern region schools and entities are complying with legislative requirements.

Risk Management for Excursions and other Activities

In Edmund Rice Education Australia (EREA) Northern Region Principals and Entity Leaders are responsible for approving all excursions, retreats, immersion programs and school and outside school activities. EREA Northern Region schools and entities have developed parent/carer permission forms and documentation covering excursions (including OH & S standards and Risk Management Plans). A Risk Management Plan and a Risk Assessment Form is used by Principals/Entity Directors to identify, assess and manage risks associated with excursions, school camps, school retreats, immersion programs and outside school activities particular to the school/entity. School/entity staff in carrying out a Risk Assessment and formulating a Risk Management Plan is required to specify on the forms and template used that student protection risks must be assessed and managed.

EREA Northern Region schools/entities conduct other outside school activities particular to the school/entity. These activities may include College Productions, Art Festivals, and community support e.g. visits to Retirement villages and breakfast vans for the homeless. Risk Management Assessments and Risk Management Plans are carried out for these events and staff responsible for these assessments and plans specify that student protection risks must be assessed and managed.

EREA requires the contact details for all students and staff attending Immersion Programs run abroad. The appropriate forms can be found on the EREA Website in the Principals Compendium.

Other Strategies to Minimise Risks of Harm

EREA and EREA Northern Region schools/entities take seriously their commitment in relation to the safety and protection of students/children and have developed strategies and procedures to manage risks of harm to students/children, for example:

- Supervision – EREA Northern Region schools/entities must manage the supervision of students/children appropriately to ensure that there is adequate supervision of students/children as detailed in the EREA Code of Conduct and each schools/entities Position Statement.

- Emergency/Critical Incident situations – EREA Northern Region schools/entities have in place procedures to handle emergency situations and critical incidents and are briefed to appropriately handle such situations. These procedures must be sanctioned by Edmund Rice Education Australia and the particular EREA Northern Region School Advisory Council/Entity Advisory Council.
- Fire/Lockdown – All EREA Northern Region schools/entities have procedures to address such situations and must ensure that all employees and volunteers are made aware of fire evacuation and lockdown procedures at the school/entity.
- Visitors/Outsiders – EREA Northern Region schools and entities must have procedures in place for the management of visitors and other outsiders, including relevant signage and directions together with a visitor sign in register and procedures for signing in and out of the school/entity. These procedures include the wearing of a visitor’s pass.
- Media/Communications strategies - EREA Northern Region schools and entities must have permission from parents/carers using the forms available for the use of student/child photographs and names in any materials issued to the public in printed or electronic form. Identifying information of students/children must not be used in promotional material without the specific permission of the parents/carers and the students concerned.
- Computer/Internet - All employees and students are required to observe the Edmund Rice Education Australia Acceptable Use Policy and the Consent Form is implemented.
- Travel – Travel guidelines for students/children have been developed by EREA Northern Region schools. These guidelines are accessible to staff, parents/carers and students are regularly reminded of these guidelines.

PART 4: CONSISTENCY

Policies and procedures for compliance with Chapter 8 of the *Working with Children (Risk Management and Screening) Act 2000* (which regulates the Blue Card system) (mandatory requirement 6)

Blue Card Requirements and Employee Register

Edmund Rice Education Australia (EREA) Screening Policy details EREA Northern Region’s requirements in accordance with the *Working with Children (Risk Management and Screening) Act 2000* to ensure that the required personnel hold a Blue Card. EREA Northern Region’s schools/entities and Principals must comply with the requirements of the EREA Screening Policy.

In accordance with legislative requirements EREA Northern Region requires all non-teaching staff, other personnel, volunteers, trainee student teachers and school students (e.g. undertaking paid work within schools and Boarding facilities) who work with students/children under 18 years of age to obtain and hold a Blue Card (unless exempt), including:

- all school/entity EREA Northern Region employees who are not registered with either the QCT or the Australian Health Practitioner Regulation Agency;
- all employees of EREA Northern Region
- volunteers (who are not parents of enrolled children);

- preservice teachers undertaking practical teaching sessions as part of compulsory academic course requirements;
- self-employed people, paid employees other than EREA Northern Region employees and volunteers whose usual duties include, or are likely to include, the teaching, coaching or tutoring of a child, individually on a commercial basis;
- students who undertake formal traineeships as part of their studies which involve work in child related employment, including conducting sport and recreation activities directed at children; and
- School/Entity Advisory Council members (excluding current parents on a board of their own child's school/entity).

EREA requires all EREA Northern Region schools/entities to maintain a Blue Card Register for all eligible employees, volunteers, trainee student teachers and preservice teachers. Each school/entity has a Screening Contact Person who is appointed by the Principal/Entity Leader. EREA requires that the Screening Contact Person is an appropriate Leadership Team Member, Business/Personnel Manager or delegate appointed by the Principal/Entity Leader. The Screening Register and details must be available to the EREA Director of Schools - QLD when requested. The EREA Director of Schools - QLD may request external audits of the school's/entity's Screening Register and other relevant details/information.

All teachers employed by EREA Northern Region must be registered with the QCT. Principals/Entity Leaders are required by EREA to sight the original certificates of registration and qualifications before employment commences. New non-teaching staff, other personnel and volunteers must have applied for a Blue Card prior to commencing work.

Procedures for reviewing the Child and Youth Management Strategy

To ensure that EREA Northern Region's Child and Youth Risk Management Strategy remains current and effective, this strategy will be monitored and reviewed annually. In the event that EREA Northern Region identifies concerns, EREA's Child and Youth Risk Management Strategy will be reviewed.

In the review, EREA Northern Region will record the date of the review, where the review took place, who was present and what was discussed. Issues to be considered in the review include:

- whether EREA's policies and procedures were followed;
- the effectiveness of EREA's policies and procedures in preventing or minimising harm to students/children;
- the effectiveness of EREA Northern Region's school's/entity's procedures and guidelines in preventing or minimising harm to students/children;
- whether any risk management incidents/issues occurred;
- the process used to manage any incidents/issues;
- the content and frequency of training in relation to EREA Northern Region's Child and youth Risk Management Strategy.

On completion of the review, EREA Northern Region schools/entities, employees, other personnel, parents and volunteers will be advised of any changes to EREA's policies and procedures as a result of the review and where appropriate training will be provided.

Strategies for communication and support (*mandatory requirement 8*)

Student Protection Training

As discussed previously in this document, all EREA Northern Region school/entity based teaching staff and other personnel must complete EREA Northern Region's mandatory online training on Child Protection. Teaching staff and other personnel must read the EREA Northern Region Student Protection Processes. All staff (teaching and non-teaching) is required to complete the on-line training every two years.

EREA requires all EREA Northern Region schools/entities to conduct annual in-services/workshops on Student/Child Protection and EREA Northern Region's procedures and the process for reporting child abuse incidents. These in-services/workshops include reporting the behaviour of a staff member, other personnel or volunteer that a student/child considers to be inappropriate.

EREA Northern Region schools/entities are required by EREA Northern Region to have the EREA Student Protection Processes readily accessible to staff, other personnel, volunteers, students and parents. The EREA Northern Region Student Protection Processes is uploaded on EREA's website and on each school's/entity's website. Parents and students receive regular Student/Child Protection/Personal Safety information through the schools/entity's notices and newsletters. Principals/Entity Leaders are required to ensure that the EREA Northern Region's Student Safety Posters are displayed prominently in areas of the school/entity visible to staff, other personnel, volunteers, students and parents.

Training on EREA Northern Region's Child and Youth Management Strategy

EREA requires EREA Northern Region schools and entities to have a copy of EREA Northern Region's Child and Youth Management Strategy and the school's/entity's Child and Youth Risk Management Strategy Plan uploaded on the school's/entity's website.

Parents will be informed how to access these documents.