

Child Safeguarding Policy

1.0 Purpose

The purpose of this policy is to outline the approach to child safeguarding within Edmund Rice Education Australia Colleges Ltd. The policy further aims to ensure that child safeguarding is a paramount consideration in all EREA Colleges Ltd entities, which is underpinned by the core values of the organisation.

2.0 Policy Statement

All children and young people have the right to feel safe and protected from all forms of abuse, harm and neglect. EREA Colleges Ltd is committed to the development and implementation of a positive and robust child safeguarding culture, ensuring that all children and young people are safe and valued members of their school and early learning centre communities.

3.0 Scope and Application

This policy applies to all EREA Colleges Ltd entities and offices.

This policy operates in conjunction with other EREA Colleges Ltd policies, including but not limited to the Code of Conduct, Risk Management Framework and the Health, Safety and Wellbeing Policy.

4.0 Roles and Responsibilities

The following applies for the purposes of this Policy.

Role	Responsibilities
EREA Colleges Ltd Board	Approves the Child Safeguarding Policy and ensures the Policy is reviewed as necessary. Obligated to monitor compliance with legislative and regulatory requirements and compliance with this policy (reports from the CEO).
Chief Executive Officer (CEO) / Executive Leadership Team (ELT)	Oversees the development, implementation, and assurance of procedures to ensure compliance with this policy and with applicable legislation.
Principals and Early Learning Centre Directors	Develop, implement and manage processes in their schools in accordance with this policy.

5.0 Procedures

The effectiveness of EREA Colleges Ltd's approach to child safeguarding is shaped by effective leadership in applying core values, with a commitment to accountability and transparency in implementing and maintaining a child safe culture. EREA Colleges Ltd commits to full compliance with our legal and regulatory obligations across all levels and functions of the organisation.

At a minimum, EREA Colleges Ltd and its member entities are to develop and implement the following in compliance with legal and regulatory obligations:

- 1.0 Adhering to the child safeguarding processes and procedures applicable to each jurisdiction
- 2.0 Engaging in recruitment practices which reflect our commitment to being a child safe organisation;
- 3.0 Ensuring that mandatory induction and ongoing training occurs for all staff, volunteers and contractors to build and embed the understanding of our responsibilities in being a child safe organisation;
- 4.0 Adhere to the processes for managing and recording Working With Children/ Working With Vulnerable People compliance requirements (per jurisdiction);
- 5.0 Apply the Child Safe Standards (relevant to each jurisdiction); and
- 6.0 Strictly adhere to Mandatory Reporting and Reportable Conduct requirements (per jurisdiction).

6.0 Breach of this Policy

Individuals who breach this policy may be subject to disciplinary action, including and up to termination of their employment. In some circumstances, a breach of this policy will amount to a breach of relevant legislation. In these circumstances, the individual may be liable for further penalties under the legislation.

Individuals who become aware of an actual or suspected breach of this policy are obliged to report it. They may speak to their line manager or lodge a Whistleblower report through the EREA website/hotline managed by our external provider, Your Call. All reports are treated confidentially.

8.0 Policy Review

This policy will be reviewed every three (3) years unless there is a legislative or regulatory requirement to do so earlier.

9.0 Related Policies, Procedures and Legislation

Related Legislative Instruments:

The following legislation, standards and regulations apply, and this policy aligns with these requirements:

- Child Protection Acts (by jurisdiction)
- Criminal Offence Acts (by jurisdiction)
- Education Acts (by jurisdiction)
- Work Health and Safety Legislation

EREA Colleges Ltd and related documents and policies

This policy should be read in conjunction with the following related documents:

- [EREA Colleges Ltd Health, Safety & Wellbeing Policy and Procedures](#)
- [EREA Colleges Ltd Code of Conduct](#)
- [EREA Colleges Ltd Risk Framework and Policy](#)
- [EREA Colleges Ltd Notifiable Incidents Policy](#)
- [EREA Colleges Ltd Complaints Handling Policy and Procedures](#)
- [EREA Colleges Ltd Whistleblower Protection Policy and Guidelines](#)

Child Safeguarding Policy	
Policy Owner	CEO - EREA Colleges Ltd
Approving Body/Role	EREA Colleges Ltd - Approver
Subject Matter Adviser	Director – People, Culture & Safeguarding
Priority Rating	High - Adopt
Date Approved	12 August 2024
Effective Date	12 August 2024
Date of Next Review	August 2027