

# CHILD PROTECTION POLICY

REED has a zero tolerance to any form of child abuse. REED is committed to providing a child safe environment where children's safety and wellbeing is prioritised, supported and children feel respected, valued and encouraged to reach their full potential.

## PURPOSE

REED will implement effective strategies to ensure employees understand their responsibilities and obligations in the timely and effective identification of, and response to, children who may be at risk of, or are experiencing abuse or neglect. Educators have an important role to support children to identify concerns that may jeopardise their safety, welfare, or wellbeing.

**For concerns or disclosures of child sexual abuse please refer to the Mandatory Reporting Policy.**

## SCOPE

This policy applies to the approved provider, nominated supervisors, educators, staff, students, volunteers, families and children.

## EDUCATION AND CARE SERVICES NATIONAL LAW AND REGULATIONS (WA)

84	Awareness of child protection law	S162A	Persons in day-to-day charge and nominated supervisors to have child protection training
86	Notification to parents of incident, injury, trauma and illness	S165	Offence to inadequately supervise children
87	Incident, injury, trauma and illness record	S165A	Offence relating to children leaving the Education and Care premises unauthorised
145	Staff records	S166	Offence to use inappropriate discipline
149	Volunteers and Students	S167	Offence relating to protection of children from harm and hazard
155	Interactions with children	S174	Offence to fail to notify certain information to Regulatory Authority
168	Education and care service must have policies and procedures	S175	Offence relating to the requirement to keep enrolment and other documents
170	Policies and procedures to be followed	S162A	Persons in day-to-day charge and nominated supervisors to have child protection training
175	Prescribed information to be notified to Regulatory Authority	S165	Offence to inadequately supervise children
176	Time to notify certain information to Regulatory Authority		

## THE APPROVED PROVIDER WILL ENSURE:

The Approved Provider will ensure a child safe environment that complies with all relevant child protection legislation and regulatory requirements. A comprehensive process will be maintained to verify the validity of all Working with Children Checks (WWCC), alongside policies and procedures that promote child safety and wellbeing. This includes developing and implementing clear reporting procedures for child abuse and neglect, and notifying relevant authorities of any reportable conduct, allegations, or convictions within the required timeframes.

The Approved Provider will maintain a strong child safe culture through sound record management and consistent support for nominated supervisors, educators, and staff. This includes providing training to identify indicators of harm, access to up-to-date resources, and guidance on fulfilling reporting obligations. A zero-tolerance approach to child abuse will be upheld across all services, with practices aligned to the National Principles for Child Safe Organisations. The Approved Provider will ensure complaint handling processes are child-focused, and that children feel supported and empowered to speak up. The Child Protection Policy will be readily available to families to support transparency and shared responsibility.

#### NOMINATED SUPERVISOR WILL ENSURE:

Child protection remains a key priority by including it as a regular agenda item at staff meetings and providing all staff with the current Mandatory Reporting and Child Protection Policies during induction. Educators and staff will complete annual child protection training and have access to relevant legislation, regulations, and resources to support their responsibilities. A Protective Behaviours program is implemented to empower children to understand their right to feel safe, recognise safe and unsafe situations, and confidently speak up if they feel unsafe or have any concerns. Records of suspected abuse will be managed in accordance with the service's Privacy and Confidentiality Policy. The Nominated Supervisor will ensure timely notification to the regulatory authority via NQA-ITS within 24 hours for any allegations of physical or sexual abuse, serious incidents, or related complaints, including where emergency services are involved. Where concerns arise regarding a parent's ability to care for their child safely, referrals to appropriate agencies will be made with prior family consent. The Approved Provider will be informed of any child protection concerns, reportable conduct, or matters affecting an educator's Working with Children Check or their fit and proper status.

#### EDUCATORS AND OTHER STAFF WILL:

Provide valid Working with Children Check details and promptly inform the Nominated Supervisor of any changes affecting their status. They will complete annual child protection training to stay informed and compliant with best practices. Educators and staff promote children's safety by recognising abuse signs, respecting disclosures, following reporting procedures, and maintaining accurate, confidential records. They will also actively educate children about protective behaviours, foster a culture of openness, involve children in decision-making when appropriate, and report any concerns or allegations of reportable conduct to the Nominated Supervisor.

#### FAMILIES WILL:

Be informed of REED's Child Protection Policy, encouraged to share relevant information about their children, and understand REED's zero-tolerance approach to abuse. They acknowledge REED's duty to report any child abuse disclosures to the appropriate authorities.

#### RELATED DOCUMENTS

RESOURCES	POLICIES	PROCEDURES
In Safe Hands Safe 4 Kids Child Safe Organisations National Principles Child Safe Referral Form (1place)	Interactions with Children Policy Child Safe Environment Policy Child Safeguarding Policy Delivery of Children to and Collection from Education and Care Service Policy Supervision Policy Privacy and Confidentiality Policy Incident Injury Trauma and Illness Policy Mandatory Reporting Policy Record Keeping and Retention Policy Personal Electronic Devices Policy	Child Protection Procedure Mandatory Reporting Procedure

## SOURCE

Australian Children's Education & Care Quality Authority. (2014).  
 ACECQA. (2023.) Embedding the National Child Safe Principles.  
 Australian Government Department of Education. [Belonging, Being and Becoming: The Early Years Learning Framework for Australia](#). V2.0, 2022  
*Children and Community Services Act 2004*  
 Early Childhood Australia Code of Ethics. (2016).  
 Education and Care Services National Law Act 2010. (Amended 2023).  
[Education and Care Services National Regulations](#). (Amended 2023).  
*Freedom of Information Act 1992*  
 Government of Western Australia. Department of Communities, Child Protection and Family Support. (2024).  
[About mandatory reporting legislation](#)  
 Guide to the National Quality Framework. (Amended 2023).  
 Ombudsman Western Australia. Early Childhood Education and Care Sector Reporting Obligations 2023.  
[Western Australian Education and Care Services National Regulations](#)

## REVIEW

POLICY REVIEWED	MODIFICATIONS	NEXT PLANNED REVIEW DATE
August 2025	<ul style="list-style-type: none"> <li>Modification to reduce notification timeframe to 24hrs to meet regulatory requirements</li> <li>Modification of template</li> <li>Revision of content (succinct and explicit)</li> </ul>	August 2027