NYANGATJATJARA ABORIGINAL CORPORATION
(trading as Nyangatjatjara College)
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CHILD PROTECTION POLICY

Status: Version 1	Supersedes: First version
Authorised by: Board Chair	Date of Authorisation: September 2026

Purpose
The purpose of this policy is to provide written processes about –
(a) how the school will respond to harm, or allegations of harm, to students under 18 years; and
(b) the appropriate conduct of the school's staff and students to comply with requirements.

Nyangatjatjara College is committed to embedding and upskilling all stakeholders in the school community to the new Child Safeguarding Laws and the Universal Principal under the Child Safe Organisations Act 2024.

Scope
Students and employees, including full-time, part-time, permanent, fixed term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements at Nyangatjatjara College.

References
- *Care and Protection of Children Act 2007*
- *Education Act 2015 NT*
- *Education Regulations 2015 NT*
- Teacher Registration Act 2004 NT
- Working with Children Clearance (Ochre Card) requirements NT
- Mandatory Reporting obligations NT
- Child Safe Standards (national)
- *Child Safe Organisations Act 2024*
- *Work Health and Safety (National Uniform Legislation) Act 2011* (NT)
- *Work Health and Safety (National Uniform Legislation) Regulations 2011* (NT)
- *Criminal Code Act 1983*
- Nyangatjatjara College Complaints Handling Policy
- Nyangatjatjara College Complaints Handling Procedure
- Nyangatjatjara College Child Risk Management Strategy
- Nyangatjatjara College Work Health and Safety Policy
- Nyangatjatjara College Child Protection Reporting Form

Definitions
***Care and Protection of Children Act* 2007**

- **"Harm"** means any significant detrimental effect on the child's physical, psychological or emotional wellbeing.
- "**Exploitation**" of a child includes sexual and any other forms of exploitation of the child
- A "**child in need of protection"** the child has suffered, is suffering, or is likely to suffer harm; **and** the child does not have a parent able and willing to protect them.
- **"Sexual abuse"** includes sexual activity involving a child that is unlawful, exploitative, coercive, or harmful.

- **10 Child Safe Standards of the Child Safe Organisations Act 2024**

1. Child safety is embedded in organisational leadership, governance, and culture.
2. Children and young people are informed about their rights, participate in decisions affecting them, and are taken seriously.
3. Families and communities are informed and involved in promoting child safety and wellbeing.
4. Equity is upheld, and diverse needs are respected in policy and practice.
5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6. Processes to respond to complaints and concerns are child focused.
7. Staff and volunteers are equipped with the knowledge, skills, and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9. Implementation of the Child Safe Standards is regularly reviewed and improved.
10. Policies and procedures document how the organisation is safe for children and young people.

- **The Universal Principal**

Create culturally safe environments for Aboriginal and Torres Strait Islander children and their families, ensuring they feel welcome, safe, valued, included, and respected.

Health and Safety
The college has written processes in place to enable it to comply with the requirements of the *Work Health and Safety (National Uniform Legislation) Act 2011 (NT.*

Responding to Reports of Harm
When the college receives any information alleging 'harm' to a student (other than harm arising from physical or sexual abuse) it will deal with the situation compassionately and fairly so as to minimise any likely harm to the extent it reasonably can. This is set out in the college's Child Risk Management Strategy. Information relating to physical or sexual abuse is handled under obligations to report set out in this policy.

Conduct of Staff and Students
All staff, contractors and volunteers must ensure that their behaviour towards and relationships with students reflect proper standards of care for students. Staff, contractors and volunteers must not cause harm to students.

Reporting Working with Children Clearance (Ochre Card)
Under the *Care and Protection of Children Act 2007 (NT)*:
All staff, contractors, volunteers, and anyone working with children must hold a valid **Ochre Card**.

Inappropriate Behaviour
If a student considers the behaviour of a staff member to be inappropriate, the student should report the behaviour to:

- Anne English, Principal or the Nyangatjatjara Aboriginal Corporation (NAC)

Dealing with Report of Inappropriate Behaviour
A staff member who receives a report of inappropriate behaviour must report it to the principal. Where the principal is the subject of the report of inappropriate behaviour, the staff member must inform a member of the college's governing body. Reports will be dealt with under the college's Complaints Handling Policy.

Mandatory Reporting (NT)
Under the *Care and Protection of Children Act 2007 (NT)*:
All adults in the NT must report suspected harm or risk of harm to a child.

Mandatory reporters include:

- teachers
- principals
- school staff
- nurses
- doctors
- police
- anyone working with children

What must be reported?

You must report if you believe on reasonable grounds that:

- a child has been harmed,
- is being harmed, or
- is at risk of harm.

Where to report?

NT Child Protection Hotline (24/7): 📞 1800 700 250

Central Australia Regional Office (Alice Springs): 📞 08 8955 6001

What must the report include?

- child's name, age, gender
- details of the suspected harm
- details of the suspected perpetrator (if known)
- details of anyone else who may have information
- your name and contact details

The staff member must give a written report about the abuse or suspected abuse to the principal or to a director of the college's governing body immediately. The college's principal or the director must immediately give a copy of the report to a police officer.

If the first person who becomes aware or reasonably suspects sexual abuse is the college's principal, the principal must give a written report about the abuse, or suspected abuse to a police officer immediately and must also give a copy of the report to a director of the college's governing body immediately.

A report under this section must include the following particulars:

a) the name of the person giving the report (the *first person*);
b) the student's name and sex;
c) details of the basis for the first person becoming aware, or reasonably suspecting, that the student has been sexually abused by another person;
d) details of the abuse or suspected abuse;
e) any of the following information of which the first person is aware:
   i. the student's age;
   ii. the identity of the person who has abused, or is suspected to have abused, the student;
   iii. the identity of anyone else who may have information about the abuse or suspected abuse.

Criminal Code Act 1983 (NT).

Relevant offences include:

- sexual offences against children
- grooming
- indecent dealing
- failure to protect (under national Child Safe Standards)

Awareness
The college will inform staff, students and parents of its processes relating to the health, safety and conduct of staff and students in communications to them and it will publish these processes on its website.
Nyangatjatjara College's will ensure that staff, students, and parents are made aware of the college's child protection process through the school website, school newsletters, the college management system announcements, staff induction and ongoing professional development, student whole circles, enrolment applications, and available from the college administration office.

Accessibility of Processes
Processes relating to the health, safety and conduct of staff and students are accessible on the college website and will be available on request from the college administration.

Training
The college will train its staff in processes relating to the health, safety and conduct of staff and students on their induction and will refresh training annually.
Nyangatjatjara College will ensure that staff training in implementing the college's child protection processes include attendance registers of annual training, discussions at staff meetings and ongoing professional development, staff inductions, and reviews of handling complaints.

Implementing the Processes
The college will ensure it is implementing processes relating to the health, safety and conduct of staff and students by auditing compliance with the processes annually.

Complaints Procedure
Suggestions of non-compliance with the school's processes may be submitted as complaints under the Nyangatjatjara College's Complaints Handling Procedures.

Review

- **Review Date:** Every five (5) years
- **Next Review:** 2031
- **Policy Owner:** Nyangatjatjara College Aboriginal Corporation

Version	Date	Author	Changes made
1	September 2026	School Leadership	First version