

Child Safeguarding Policy

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Section 1 - Background

Edmund Rice Education Australia BlendED National Ltd ('BlendED National') is a Company Limited by Guarantee and is a charity registered with the Australian Charities and Not-for-Profit Commission ('ACNC').

The charism of Blessed Edmund Rice expressed through the touchstones of Liberating Education, Gospel Spirituality, Inclusive Community, and Justice and Solidarity underpins our continued commitment to a safe and inclusive environment for all.

Section 2 - Purpose

The BlendED National Safeguarding Policy demonstrates our commitment to proactively preventing potential harm to Children and Young people in each school, while ensuring their safety, welfare and wellbeing. It helps to ensure that every Child and Young Person within the care of BlendED National is safe and valued as an integral member of their respective school community.

This policy further aims to elevate safeguarding to the forefront of all BlendED National Schools and entities by offering comprehensive guidance and training. This includes the implementation of robust systems and processes to ensure that all representatives of BlendED National fulfill their legislative obligations, uphold ethical standards.

BlendED National is subject to standards for school registration in all jurisdictions for which BlendED National is the governing authority. This requires all Schools to have evidence of their local policy and procedure in relation to safeguarding.

Nothing written in this policy, or the supporting safeguarding guidelines and procedures prevents a staff member or any other person from taking immediate action to notify the Police or relevant Child Protection authority within their State or Territory, particularly in incidences where they believe it is essential to act immediately to ensure the safety of a Child or Young Person.

Section 3 - Scope

This policy applies to all Young People, Parents, Guardians, Carers, families, Staff, Volunteers, Contractors, Board Directors, Board Committee members at BlendED National and in each of its Schools. This policy covers all physical, virtual, and online environments, constituting on and off-site School premises.

This policy should be read in conjunction with the safeguarding guidelines and procedures for the relevant jurisdiction.

The following concerns and incidents are outside the scope of this policy:

- complaints or incidents related to how BlendED National, or its Schools has managed its operations, its services, including an action, inaction, or decision, except where those operations, action, inaction, or decision are a contributing factor to a child safety incident or concern. Please refer to the BlendED National Complaint Handling Policy for more information;
- workplace grievances or disputes by BlendED National Staff, except where such a grievance or dispute is a contributing factor to a child safety incident or concern. Please refer to the BlendED National Workplace Complaint Management Policy for more information;
- formal legal proceedings.

3.1 Delegations

The Directors of the BlendED National Board delegate to the person performing the duties of the Chief Executive Officer (CEO) at BlendED National, responsibility for implementing this policy and all associated child safeguarding policies and procedures.

This policy operates in accordance with and is complemented by applicable commonwealth and state-based child protection and safeguarding legislation across all jurisdictions in which BlendED National operates, as detailed in Section 10 of this policy.

Section 4 – Definitions and Interpretations

Where the following term(s) and acronym(s) are used within this policy they are intended to have the meaning(s) as outlined below:

4.1 Definitions

| Term | Definition |
|----------------------|---|
| Adult | means a person or persons 18 years of age or older, including Young People who are 18 years of age or older. |
| Assurance | means the BlendED National software and digital storage system used to record, store and report on compliance related matters in the organisation. |
| Board | means the BlendED National Board. |
| Board Committee | means a Committee of the Board, which may include persons other than Board Directors. |
| Board Directors | means Directors of the Board. |
| Child(ren) | means a person or persons under the age of 18 years of age, including Young People under the age of 18 years of age and who are currently enrolled at one of the BlendED National Schools. |
| Child Abuse | means the definition under the applicable legislation of the relative jurisdictions in which BlendED National and each of its Schools operate but is given the general definition here as an act committed against a Child involving a sexual offence or grooming. It includes the infliction, on a child of physical violence, serious emotional or psychological harm, or serious neglect of a child. |
| Child Safety Officer | an identified or delegated person that has been assigned the additional child safeguarding responsibilities, who will act as a point of contact for Children and Young People within BlendED National Schools. |
| Contractor | means someone engaged by BlendED National to perform specific tasks. Contractors are not employees of BlendED National. |
| Cultural Safety | means an environment and set of practices where individuals can express their cultural identity, knowing it will be respected and validated. It requires recognising cultural differences, challenging power imbalances, and delivering support in ways that preserve dignity, meet needs, and uphold rights. |
| Effective Date | means the date of publication of the policy. |
| Harm | means the definition under the applicable legislation of the relative jurisdictions in which BlendED National and each of its Schools operate but is given the general definition here as any detrimental effect of a significant nature on a Child or Young Person's physical, psychological, or emotional wellbeing. It is immaterial how the harm is caused. |
| Principal | means the appointed authority of a BlendED National School. |

| Term | Definition |
|------------------------------|---|
| Incident or Concern | Within this policy this refers to: Any situation, behaviour, disclosure, or observation that raises suspicion or indicates that a child or young person may be experiencing, or is at risk of experiencing, harm. This includes abuse, neglect, inappropriate behaviour, or breaches of safeguarding standards, and must be responded to in accordance with jurisdictional reporting obligations and BlendED National safeguarding procedures. |
| Inappropriate behaviour | means any behaviour, including words, towards a Child / Young Person that is contrary to what is required / prescribed under the BlendED National Code of Conduct for Staff. |
| Online / Virtual environment | means anywhere online related to BlendED National and its Schools that allows digital communication, such as social networks, text messages and messaging apps, email and private messaging, online chats, comments on live streaming sites and voice chats in games. |
| Physical environment | Safeguarding encompasses protection measures for all spaces where students are present during school-related activities. This includes all on-campus facilities and any off-campus locations used for school-sponsored activities, excursions, sports, or events. These safeguarding measures apply during regular school hours, after-school programs, evening events, weekends, and holidays - whenever students are engaged in school-related activities regardless of time or location. All such environments must maintain appropriate safety standards, supervision protocols, and protection measures to ensure student welfare and wellbeing. |
| Procedures | refers to all child safeguarding guidelines and procedures. |
| Purpose | means the purpose section of this policy. |
| Regional Director | means the appointed authority of BlendED National Schools within the Region. |
| Reporting obligations | includes reportable conduct, mandatory reporting, and means the definition under the applicable legislation of the relative jurisdictions in which BlendED National and each of its Schools operate. These include a sexual offence, sexual misconduct, ill-treatment of a child, neglect of a child, an assault against a child, failure to protect, failure to report under the respective legislative instruments applicable in each jurisdiction; and behaviour that causes significant emotional or psychological harm to a child. |
| Risk management | means in the context of creating safe environments for Children and Young People. Consisting of assessing and taking steps to minimise the risks of harm to Children and Young People because of the action of BlendED National Staff, Volunteers, Contractors or another Child or Young Person. Including planning the work of the organisation to reduce or minimise situations where Children and Young People may be abused or exposed to other harm. Note: This definition is only meant in the context of safeguarding and does not define risk management generally across the organisation. |
| Safeguarding | refers to all measures taken by an organisation to protect Children, Young People, and vulnerable adults from harm, abuse, neglect, and exploitation, while actively promoting their physical, mental, and emotional wellbeing. It encompasses creating and maintaining a safe, inclusive, and supportive cultures where everyone feels valued, respected, and empowered to speak up. This includes implementing robust policies, guidelines, procedures and practices to ensure a safe environment for all |

| Term | Definition |
|-----------------------------|--|
| | Children and Young People, Staff, Volunteers, and Contractors, while fostering open communication and responding appropriately to any concerns raised with the intention of keeping everyone safe. |
| School(s) | means the registered non-government schools (including Registered Training Organisations ('RTO') and other educational facilities) located in and operating within Australia, and such other schools, RTO or educational facilities as BlendED National may establish in Australia or acquire, govern, and operate from time- to-time. This definition also applies to campuses of Schools and to a School operating across various sites. |
| Staff | also known as employee(s), means current BlendED National employees. |
| Teacher | means a person employed in a School who is qualified in that jurisdiction to practice as a teacher of Children and Young People of school age. |
| Volunteer | means a person associated with a School who does unpaid work for that School by agreement with the School. |
| Wellbeing | includes mental health issues, stress, depression, anxiety, building resilience and educating for safety and mental health awareness. |
| Young Person / Young People | also known as students, means those who are currently enrolled at one of the BlendED National Schools. |

4.2 Acronyms

| Acronym | Full Reference |
|----------|--|
| ACNC | means the Australian Charities and Not-for-Profit Commission. |
| CEO | means the BlendED National Chief Executive Officer. |
| RTO | means Registered Training Organisation/s. |
| LGBTQIA+ | means lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual. + signifies the inclusion of other diverse gender identities and sexual orientations. |

Section 5 – Policy Statement and Principles

5.1 Effect

This version of the policy replaces all previous versions, which are rescinded from the effective date of this policy.

5.2 Statement of Commitment to Child Safety

Edmund Rice Education Australia (EREA) is committed to embedding a culture where the safety, wellbeing, and participation of all children and young people under our care is paramount. This commitment is undertaken by BlendED National on behalf of EREA. Particular attention is given to the needs of vulnerable children and young people, including Aboriginal and Torres Strait Islander children and young people, children and young people with disability and mental health issues, children and young people from culturally and/or linguistically diverse backgrounds, children and young people who are unable to live at home, and those who identify as lesbian, gay, bisexual, transgender or intersex. We are committed to at all times acting in the best interests of children and young people.

We have zero tolerance of child abuse and all allegations and safety concerns are treated very seriously and consistent with our robust safeguarding policies and procedures. EREA

is committed to nurturing the wellbeing of all children and young people, respecting their dignity, ensuring their safety and protecting them from abuse and other harm. EREA, its schools and its staff, contractors and volunteers have legal and moral obligations to respond swiftly including contacting authorities where relevant when we are concerned about a child's safety, which we follow rigorously.

EREA and BlendED National demonstrate commitment to the safety and wellbeing of children and young people by:

- taking into consideration the views of children and young people about decisions that affect their safety and wellbeing;
- empowering children and young people by taking their views seriously, and addressing any concerns they may have;
- acknowledging the cultural diversity of families, and being sensitive to how this may impact on child safety;
- taking proactive steps to prevent child abuse, and identifying risks early so that such risks may be removed or reduced;
- involving families, carers and relevant communities in decision making processes that support the development of a child safe culture;
- continuously reviewing and improving our systems and practices to protect children and young people from abuse;
- providing children and young people with the knowledge and skills to understand and maintain their own personal safety;
- ensuring that EREA and its schools have in place strategies to embed and enhance a culture of child safety and wellbeing through the leadership, governance and culture of the organisation;
- applying robust human resources and recruitment practices for all staff, contractors and volunteers;
- providing regular training and education on recognising the nature and indicators of child abuse and other harm, responding to safeguarding risks and how to build culturally safe environments for children and young people;
- listening to concerns about the safety of children, and suggestions to improve the child safety processes in place;
- responding swiftly to any child safety concerns and implementing clear procedures for managing and reporting child safety concerns; and
- ensuring that every person involved in EREA and its schools understands the important and specific role they play individually and collectively to ensure that the safety and wellbeing of all children and young people is at the forefront of all they do and every decision they.

5.3 Governing Principles

This policy is underpinned by the principles outlined in the National Principles for Child Safe Organisations (Australian Human Rights Commission).

The following guiding principles are applied to strengthen the continuous development and review of our policies, guidelines, procedures, and practices to ensure the protection of our Children and Young People:

1. **The right to safety:** BlendED National is committed to the safety and wellbeing of all Children and Young People;
2. **Child-centered welfare:** BlendED National ensures that the welfare and best interests of Children and Young People is paramount;

3. **Commitment to Endorsing Universal Principle:** BlendED National and its schools endorse the Universal principle for Aboriginal and Torres Strait Islander cultural safety, which supports the cultural safety, participation, empowerment of Aboriginal and Torres Strait Islander young people and their families through the appropriate management of safeguarding practices;
4. **Respect for views and privacy:** BlendED National is committed to ensuring the perspectives and privacy of Children and Young People are respected;
5. **Established behaviour expectations:** clear expectations for appropriate behaviour with Children and Young People are outlined in the BlendED National Codes of Conduct and related behaviour management processes;
6. **Cultivation of a child safe culture:** the safety of Children and Young People is dependent upon the existence of a child safe culture;
7. **Inclusion of Parents, Guardians, Carers, families, and communities:** Parents, Guardians, Carers, families, and relevant communities play a critical role in fostering a child safe culture through their active participation in decision making processes regarding child safety and wellbeing;
8. **Robust screening procedures:** BlendED National implements comprehensive procedures to screen all Staff, Volunteers, Contractors, BlendED National Board Directors and Board Committee members, and external providers who have direct contact with our Children and Young People;
9. **Shared responsibility for child safety:** everyone at BlendED National shares a collective responsibility in the safety and protection of our Children and Young People;
10. **Mandatory safeguarding training:** mandatory annual training in child safety and wellbeing is a requirement for all BlendED National Staff, including Volunteers, Contractors, Board Directors and Board Committee members;
11. **Accessible incident response:** BlendED National ensures simple and accessible procedures are in place for responding to alleged or suspected child safety concerns; and
12. **Tailored support for vulnerable groups:** BlendED National is committed to a child safe culture and identifies specific strategies for the care and support of Children and Young People who may be particularly vulnerable, including:
 - a. Aboriginal and Torres Strait Islander Children and Young People;
 - b. Children and Young People living in poverty;
 - c. Children and Young People from culturally and/or linguistically diverse backgrounds;
 - d. Children and Young People with disabilities;
 - e. Children and Young People who are unable to live at home; and Children and Young People who identify as LGBTQIA+.

Section 6 – Roles and Responsibilities

All members of the BlendED National community play a part in implementing and upholding the principles of this policy. The details of those key responsibilities are outlined below:

| Role | Responsibilities |
|-------|---|
| Board | <ul style="list-style-type: none"> • Approval of Child Safeguarding Policy. • Leading and supporting a positive safeguarding culture across BlendED National and its Schools. • Oversight and analysis of active management and reporting. |

| Role | Responsibilities |
|---------------------------------|---|
| Chief Executive Officer ('CEO') | <ul style="list-style-type: none"> • Approval of national and jurisdictional safeguarding guidelines, procedures and practices. • Ensures adherence to all legal, regulatory, and procedural compliance obligations through policy implementation. • Oversees the development, implementation and review of the safeguarding policies, guidelines, procedures and practices. • Provision of expert safeguarding leadership resources. • Enforces sound governance and management practices to uphold the highest standards for the protection of Children and Young People. • Ensuring all national team staff complete annual mandatory safeguarding training. |
| Chief Operating Officer ('COO') | <ul style="list-style-type: none"> • Ensures that all BlendED National Staff are recruited, screened, and inducted in accordance with relevant State or Territory legislated requirements. • Collaborating on the development, implementation, and review of staff related aspects of the safeguarding policies, guidelines, procedures and practices. • Collaborating on all safeguarding matters that involve Staff. • Understanding their legal obligations with respect to the reporting of child abuse and other harm. • Being aware of key indicators of abuse and other harm, be observant, and to raise all child safety concerns and incidents with the Principal or Regional Director. • Management of Staff adherence to Working with Children requirements nationally. • Collaborating on the development, implementation, and review of risk management strategies and processes, including child safety risk management. • Management of online Staff and Volunteer mandatory child safety training. • Oversight of safeguarding mechanisms in Assurance (online reporting platform). • Overseeing the management and closure of all safeguarding CEO threshold reports |
| Regional Director | <ul style="list-style-type: none"> • Overseeing the implementation of this policy and associated guidelines, procedures, and practices within their assigned regions. • Ensuring that BlendED National Schools and Entities within their region maintain the highest standards in relation to the safeguarding and protection of Children and Young People. • Ensuring all staff in their regional teams complete annual mandatory safeguarding training. |
| Principals | <ul style="list-style-type: none"> • Ensuring the implementation of this policy and associated guidelines, procedures, and practices within their assigned Schools. • Upholding policy adherence and ensuring compliance with the National Principles for Child Safe Organisations. • Managing child safety incidents and concerns that pertain to their Schools and its Children, Young People and Staff. • Ensuring all staff complete annual mandatory safeguarding training. |

| Role | Responsibilities |
|---------------------------|--|
| Child Safety Officers | <ul style="list-style-type: none"> • Each School has designated Child Safety Officers who young people, staff, and parents/guardian/carers can talk to about safeguarding matters. • Collaborating on the development, implementation, and review of the safeguarding policies, guidelines, procedures and practices for their regions. • Collaborating with school leaders around the receipt and assessment of mandatory school reports received via the prescribed form. • Collaborating with school leaders on the management of child safety incidents and concerns that pertain to their School and its Children and Young People. |
| Staff | <ul style="list-style-type: none"> • Adherence to this policy and all relevant legislative and regulatory obligations. • Understanding their legal obligations with respect to the reporting of child abuse and other harm. • Being aware of key indicators of abuse and other harm, be observant, and to raise all child safety concerns and incidents with the Principal. |
| Children and Young People | <ul style="list-style-type: none"> • Are informed about this policy in age-appropriate ways. Young Person voice and agency is a fundamental part of safeguarding processes in our schools. |
| Parents/Guardians/Carers | <ul style="list-style-type: none"> • Being aware of this policy and how it applies to them and their Child or Young Person. |

Section 7 – Safeguarding Policies, Guidelines, Procedures and Practices

BlendED National is committed to the effective implementation of our safeguarding policies, guidelines, procedures and practices and ensuring that documents are appropriately reviewed and updated.

We adopt a risk management approach by identifying key risk indicators and assessing child safety risks based on a range of factors including the nature of our School(s) activities, physical and online environments, and the characteristics of the student body.

Our safeguarding policies, guidelines, procedures and practices relates to all aspects of child safety and protecting our Children and Young People from abuse or other harm and our approach is inclusive of all the requirements of the 10 National Principles of Child Safe Organisations.

7.1 Empowering Children and Young People

BlendED National is a child safe and child-centered organisation. Our school environments are friendly and welcoming to all Children and Young People.

We actively seek to include our Children and Young People in decisions that affect them. This includes decisions about organisational planning, delivery of services, management of facilities, and classroom learning and assessment environments.

We ensure our Children and Young People know about their rights to safety, information, and participation. We recognise the importance of friendships and support from peers. We actively seek to understand what makes our Children and Young People feel safe in our Schools and regularly communicate with them about what they can do if they feel unsafe.

7.2 Partnerships with Parents, Guardians, Carers, Families and Communities

BlendED National recognises that Parents, Guardians and Carers have the primary responsibility for the upbringing and development of their Children and Young People. We support this by ensuring they participate in school decisions affecting their Children and Young People.

We ensure families and relevant communities know about BlendED National's operations and policies, including this policy and the related guidelines, procedures, and practices.

Cultural safety at BlendED National and its Schools is built through partnerships with Parents, Guardians, Carers, families, and relevant communities.

7.3 Valuing Diversity

BlendED National values diversity and does not tolerate any discriminatory practices or behaviour that threatens the cultural safety of others. To achieve this, we:

- support the cultural safety, participation, and empowerment of Aboriginal and Torres Strait Island Children and Young People and their families;
- support the cultural safety, participation, and empowerment of Children and Young People from culturally and linguistically diverse backgrounds and their families;
- support Children and Young People with a disability and their families and act to promote their participation;
- support Children and Young People of diverse sexuality and their families and act to promote their participation;
- support Children and Young People who are made marginal through poverty and their families to promote their participation;
- seek to recruit a workforce that reflects diversity of cultures, abilities, economic participation experience, and identities;
- ensure all Staff, Volunteers, Contractors, Board Directors and Board Committee members have information about Aboriginal and Torres Strait Islander cultures, disabilities, culturally and linguistically diverse backgrounds, and other diverse backgrounds, experiences or needs; and
- have a physical and online environment that actively celebrates diverse cultures and recognises cultural difference.

7.4 Reporting Child Safety Incidents or Concerns

The jurisdictional specific guidelines, procedures, and practices provide detailed guidance for BlendED National Board Directors and Board Committee members, Staff, Volunteers, and Contractors on how to identify key indicators of child abuse and other harm, and how to report child safety incidents or concerns.

BlendED National Children and Young People are provided with age-appropriate information and encouraged to use multiple pathways to raise child safety incidents or concerns. These include informal and formal reporting options, an anonymous reporting option, and through external child advocacy or child safety organisations.

Child Safety Officers are accessible within each of our Schools. These are members of school Staff who have been assigned the role of Child Safety Officer and have been trained in the additional responsibilities of that role. The provision of these Child Safety Officers within all Schools ensures our Children and Young People always have access to someone they can reach out to for support and report concerns to. The provision of assigned Child Safety Officers in our Schools is not intended to limit who our Children and Young People can talk to or seek out for support. All BlendED National Staff are sufficiently trained in safeguarding

and should be prepared to provide support to a Child or Young Person who reaches out in relation to a child safety matter.

Parents, Guardians, Carers, family members and other school community members who have child safety concerns or who suspect that a Child or Young Person associated with BlendED National may be subject to abuse or harm can contact the Principal or Child Safety Officer at their School either in person, by phone, or via email. Contact information is available on the School's website.

All communications will be treated confidentially.

Whenever there are concerns that a Child or Young Person is in immediate danger the Police should be called on 000.

7.5 Response to Child Safety Incidents or Concerns

BlendED National and its Schools will take appropriate and prompt action in response to all child safety incidents or concerns, including allegations, complaints, or disclosures of child abuse and harm, breaches of our Codes of Conduct, and inappropriate behaviour by others.

BlendED National's response will include:

- all matters that meet the required thresholds being reported to Child Safety Services, the Police, and/or the authority for teacher registration, working with children reporting requirements or reportable conduct requirements within the relevant State or Territory depending on the issues raised and the reporting requirements for the jurisdiction;
- BlendED National and its Schools fully cooperating with any resulting investigation by an external authority or agency;
- protecting any Child or Young Person connected to the child safety incident or concern until it is resolved and providing ongoing support to those affected; and
- securing and retaining records of the child safety incident or concern and the response to it in accordance with the requirements of the BlendED National Records Management Policy and the relevant Retention, Archival and Disposal Schedule.

For more information about BlendED National's reporting obligations and approaches to child safety incidents and concerns please refer to the safeguarding guidelines and procedures for the relevant State or Territory.

7.6 Child Safe Human Resource Management

BlendED National applies best practice standards to the recruitment and screening of Staff, Volunteers, Contractors, and Board Directors and Board Committee members. Our recruitment procedures ensure that all reasonable steps are taken to engage the most suitable and appropriate people to work within our organisation and Schools, and with our Children and Young People. All Staff, Volunteers, Contractors, Board Directors and Board Committee members are required to maintain the relevant Working with Children Checks in accordance with the States/Territories that they work.

BlendED National ensures that all Staff, Volunteers, Contractors, and Board Directors and Board Committee members undergo a comprehensive safeguarding induction, and ongoing education and annual training in child safety as part of our commitment to safeguarding Children and Young People from harm.

Staff, Volunteers, and Contractors at our Schools are subject to regular supervision and performance monitoring whilst engaging with Children and Young People.

For more information about BlendED National’s human resources management practices, please refer to the BlendED National Recruitment Guidelines.

7.7 Safeguarding Risk Management

BlendED National recognises the importance of a risk management approach to minimising the potential for child abuse or harm to occur and we use this to inform our policies, guidelines, procedures, practices, and all excursion and activity planning.

BlendED National has developed a child safety risk register for each jurisdiction to assist in the identification, assessment, and management of safeguarding risks in all BlendED National school environments.

Section 8 – Management of Safeguarding Records

Information, data, and records which may provide evidence of incidents, allegations, disclosures, and investigations relating to safeguarding will be managed by BlendED National, its Schools and Staff strictly in accordance with this policy, the BlendED National Records Management Policy, the related legislation and regulatory requirements, and in line with Volume 8 of the Royal Commission into Institutional Responses to Child Sexual Abuse, Recordkeeping and Information Sharing.

As an extension to the governing principles outlined in this policy, BlendED National also implements the following principles for safeguarding records management:

- BlendED National and its Schools will create and keep full and accurate records relating to child safety and wellbeing, including child sexual abuse, and these record keeping practices are embedded in BlendED National’s leadership, governance, and culture;
- BlendED National and its Schools will create full and accurate records about all incidents and concerns, responses, and decisions relating to child safety and wellbeing, including child sexual abuse;
- BlendED National and its Schools will appropriately maintain and manage records relating to child safety and wellbeing, including child sexual abuse;
- BlendED National and its Schools control access to information, limiting this to authorised personnel in delegated roles. This ensures compliance with Privacy Act requirements and protects sensitive data;
- BlendED National and its Schools will only dispose of records relating to child safety and wellbeing, including child sexual abuse in accordance with law or policy; and
- BlendED National and its Schools endorses and recognises the rights of persons whom it holds personal information or records on to access or amend records about themselves.

For more information about record management at BlendED National, and the relevant retention schedules, please refer to the BlendED National Records Management Policy for the relevant State or Territory.

Section 9 – Compliance and Accountability

9.1 Implementation

It is the responsibility of BlendED National and each of its Schools' Principals to ensure that their Staff, Volunteers and Contractors, and where relevant, Children and Young People and their Parents, Guardians and Carers, are trained in accordance with this policy. This policy will be made available on BlendED National websites, and to Staff on the BlendED National policy platforms.

On occasions where this policy undergoes major / key changes and updates, the CEO will communicate those changes to Principals who will then be responsible for disseminating that information to their Staff, and where relevant, Children and Young People and their Parents, Guardians and Carers. Where major policy changes make it necessary, policy training modules will be developed and be made available to all Staff.

9.2 Breach of this Policy

BlendED National takes infringements of this policy very seriously. Individuals who breach this policy may be subject to disciplinary action, including and up to termination of their employment. Individuals who become aware of an actual or suspected breach of this policy are obliged to report it immediately. They may speak to their line manager or lodge a Whistleblower report (where relevant), in accordance with the Whistleblower Policy.

9.3 Record Keeping

All records pertaining to this policy will be managed and maintained in accordance with the BlendED National Records Management Policy and the related Retention, Archival, and Disposal Schedule.

When handling all reports or disclosures of child abuse or harm, BlendED National and its Schools will keep and maintain any records as required in compliance with statutory authority requirements.

The National Risk and Compliance team will keep records, in accordance with the BlendED National Records Management Policy, of all policy review processes related to this policy, including records and notes from policy audits, feedback and consultation processes, and any subsequent changes.

Section 10 – Associated Information

This policy aligns with, and is supported and complemented by, the following Commonwealth and State/Territory legislation, standards, regulations, BlendED National policies and procedures, and other supporting forms and documentation:

| Related Legislation, Policies and Procedures | |
|--|--|
| Relevant Legislation, Legislative Instruments, Standards and Regulations | Commonwealth <ul style="list-style-type: none">• Australian Education Act 2012 and Regulation 2013• Australian Human Rights Commission Act 1986• Disability Discrimination Act 1992• Disability Standards for Education• Family Law Act 1975• Privacy Act 1988 |

| Related Legislation, Policies and Procedures | |
|---|---|
| | <p>Queensland</p> <ul style="list-style-type: none"> • Child Protection Act 1999 • Child Safe Organisations Act 2024 • Civil Liability Act 2003 • Criminal Code Act 1899 • Domestic and Family Violence Protection Act 2021 • Education (Accreditation of Non-State Schools) Act and Regulation 2017 • Education (QCT) Act 2005 and Regulation 2016 • Education (General Provisions) Act 2006 • Working with Children (Risk Management and Screening) Act 2000 (Qld) and Regulation 2020 |
| | <p>Northern Territory</p> <ul style="list-style-type: none"> • Care and Protection of Children Act 2007 • Care and Protection of Children (Screening) Regulations 2010 • Criminal Code Act 1983 • Education Act and Regulations 2015 • Teacher Registration (NT) Act and Regulations 2004 |
| | <p>New South Wales</p> <ul style="list-style-type: none"> • Child Protection (Working with Children) Act 2012 • Children and Young Persons (Care and Protection) Act 1988 • Civil Liability Act 2002 • Crimes Act 1900 • Crimes (Domestic and Personal Violence) Act 2007 • Education Act 1990 • Education Standards Authority Act 2013 • Teacher Accreditation Act 2004 |
| | <p>Tasmania</p> <ul style="list-style-type: none"> • Child and Youth Safe Organisations Act 2023 • Children, Young Persons and Their Families Act 1997 • Civil Liability Act 2002 • Code of Professional Ethics for the Teaching Profession in Tasmania • Criminal Code Act 1924 • Education Act 2016 and Education Regulations 2017 • Family Violence Act 2004 • Professional Boundaries: Guidelines for Tasmania Teachers • Registration to Work with Vulnerable People Act 2013 and Regulations 2014 • Teachers Registration Act 2000 |
| | <p>South Australia</p> <ul style="list-style-type: none"> • Children and Young People (Safety) Act and Regulations 2017 • Child Safety (Prohibited Persons) Act 2016 and Regulations 2019 • Civil Liability (Institutional Child Abuse Liability) Amendment Act 2021 • Criminal Law Consolidation Act 1935 • Education and Children's Services Act 2019 and Regulations 2020 • Education and Early Childhood Services (Registration and Standards) Act 2011 |

| Related Legislation, Policies and Procedures | |
|--|---|
| | <ul style="list-style-type: none"> Teachers Registration and Standards Act 2004 and Regulations 2021 |
| | Western Australia <ul style="list-style-type: none"> Children and Community Services Act 2004 and Regulations 2006 Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2008 Civil Liability Act 2002 Criminal Code Act 1913 Registration Standards for Non-Government Schools School Education Act 1999 and Regulations 2000 Teacher Registration Act 2012 Working with Children (Criminal Record Checking) Act 2004 and Regulations 2005 |
| Relevant BlendED National Policies and Procedures | <ul style="list-style-type: none"> Code of Conduct – Staff and Affiliates Enrolment Agreement (Parent/Guardian Code of Conduct) Young Person Agreement (Young Person Code of Conduct) Complaint Handling Policy Grievance Resolution Guidelines Records Management Policy and Retention, Archival and Disposal Schedule Recruitment Guidelines Risk Management Framework Safeguarding guidelines and procedures Statement of Commitment to Child Safety Whistleblower Policy |
| Other Relevant Reference Documents, Websites and Forms | <ul style="list-style-type: none"> Child Safety Reporting Form (online) Child Safety Reporting Form (printable) BlendED National Child Safety Risk Register National Principles for Child Safe Organisations Safeguarding CompliLearn module (web enabled) |

Section 11 – Review

This policy will be reviewed annually, and amendments and updates made as required. Reviews may occur more regularly where a legislative or regulatory change requires it. Any related guidelines, procedures, practices, or forms are also reviewed annually, or more regularly as required by change to legislation.

The National Risk and Compliance team is responsible for ensuring that the annual review of this policy is undertaken, which includes applying any relevant legislative and/or regulatory changes, thorough consultation with relevant stakeholders, and having the policy reviewed and approved by the BlendED National CEO and Board.

Section 12 – Further Assistance

Policy queries should be directed to the Chief Operating Officer.

Document Control

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|----------------|-------------------|------------|
| 1.0 | Document created. | 04/06/2026 |

Policy Administration

| Status | Document Owner | Approver | Approval Date | Version Number | Last Reviewed Date | Review Frequency | Next Review Date |
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