



## Compliance with Safe and Supportive Environment Requirements

Section 47(1) of the Education Act 1990 (NSW) sets out 14 requirements for registration for non-government schools in NSW. One of these requirements, under section 47(1)(g) of the Act, is that “a safe and supportive environment is provided for students”.

The NSW Education Standards Authority (NESAs) has published the Registration Manual which provides information about the requirements for registered and accredited non-government schools under the Education Act 1990 (NSW).

The requirement for a safe and supportive environment for students at the School is divided into two distinct categories:

- compliance with child protection legislative requirements
- policies and procedures for student welfare and safety

NESA has set out the School’s responsibilities in relation to the legislative requirements for child protection in the Registration Manual.

The table below sets out each requirement with and a summary of how we comply with that requirement.

The School’s Child Safety and Wellbeing Program addresses the requirements related to compliance with child protection legislation, while the School’s Student

Duty of Care policies and procedures focus on compliance with student safety and welfare requirements.

Gateway Community High has implemented our Child Safety and Wellbeing Program in accordance with NESAs registration requirements for compliance with child protection legislative requirements.

Requirement	Short Description	How Gateway Community High Complies with the Requirement
1	Staff who have direct contact with students are informed annually of their legal responsibilities related to child protection, and other relevant School expectations.	<p>Gateway Community High has developed a comprehensive Child Safety and Wellbeing Program that ensures the School's compliance with the NSW Child Safe Standards, the National Principles for Child Safe Organisations and NSW child protection laws.</p> <p>All Staff, The Board members ("responsible persons") and relevant Volunteers and Contractors are required under our Child Safety and Wellbeing Program to complete at least annual training on a number of child safeguarding and child protection topics listed in <a href="#">Child Safety and Wellbeing Training</a>.</p> <p>This training includes education on legal responsibilities and the School's expectations for all adults in the School community interacting with students.</p> <p>The School maintains electronic records of the training provided to all Staff, The Board members and relevant Volunteers and Contractors.</p>

2	Requirements to notify and investigate allegations of reportable conduct are made known to Staff annually.	<p>Gateway Community High has developed and implemented a set of <u>Reportable Conduct</u> policies and procedures. These policies and procedures include procedures for Staff to report Reportable Conduct internally as well as procedures for the School to investigate and report allegations and findings of staff misconduct to the NSW Children's Guardian in accordance with the School's legislative requirements under the Children's Guardian Act 2019 (NSW).</p> <p>Our Child Safety and Wellbeing Training Program includes education on Reportable Conduct.</p>
3	All persons engaged in child-related work at the School have a working with children check clearance.	<p>It is the proprietor's policy that no staff member, or relevant Volunteer or Contractor is engaged by the School prior to the School verifying that they hold a valid Working with Children Check clearance or have applied for a WWCC.</p> <p>The School's <u>Working with Children Checks</u> Policy outlines the respective responsibilities of workers engaged by the School in child-related work and of the School.</p>

4	The School maintains evidence of working with children check clearances for all persons in child-related work at the School.	<p>Gateway Community High has developed and implemented a comprehensive <u>Child Safety and Wellbeing Record Keeping</u> policy that details the School's procedures for recording and maintaining key child safety and wellbeing-related documentation, including in relation to WWCC clearances.</p> <p>It is the School's policy that a WWCC Register is created and maintained by the MCC Payroll to ensure that the School can, at all times, evidence that every worker involved in child-related work at the School has a valid WWCC clearance – subject to statutory exemptions.</p>
5	The School responds to reportable matters in accordance with legislative requirements.	<p>Gateway Community High has developed and effectively implemented procedures for <u>Responding to and Reporting Child Safety Incidents or Concerns</u> to ensure that the School and all Staff and relevant Volunteers and Contractors comply with legislative reporting requirements.</p> <p>The School annually trains all Staff and relevant Volunteers and Contractors on the School's procedures for responding to and reporting child safety incidents or concerns at the School.</p>

6	All staff who are mandatory reporters are informed annually of their obligations and the process that the School has in place in relation to mandatory reporting.	<p>Gateway Community High has developed and implemented a <u>Mandatory Reporting to DCJ</u> policy that explains the legal obligation of mandatory reporters to DCJ report reasonable suspicions of risk of significant harm to a child or group of children at the School.</p> <p>Gateway Community High has also developed and implemented a <u>Reporting to Police</u> policy that explains the legal obligation of all adults in the School community who know or believe that a child abuse offence has been committed to report to Police information they may have that might be of material assistance in apprehending, prosecuting or convicting the offender.</p> <p>The School's mandatory reporters are trained at least annually on their reporting obligations under the Children and Young Persons (Care and Protection) Act 1998 (NSW) and all Staff are trained at least annually on their reporting obligations under the Crimes Act 1900 (NSW).</p> <p>The School's <u>Child Protection Officers</u> are trained annually on both Mandatory Reporting to DCJ and Reporting to Police obligations to ensure that they can assist and guide mandatory reporters in their reporting obligations, should they have questions about the process of reporting.</p>
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7	The School sets clear guidelines and expectations for stakeholders regarding complaints or allegations of staff misconduct or Reportable Conduct.	<p>Gateway Community High has developed <u>Child Safety and Wellbeing Codes of Conduct</u> that set out guidelines for expected standards of behaviour at the School and that are available on the School's public website.</p> <p>Gateway Community High has developed both a <u>Child Safety and Wellbeing Complaints Management</u> policy and a set of Reportable Conduct policies and procedures that together set out how complaints or allegations of staff misconduct or reportable conduct are managed at the School. These are summarised in our Gateway Community High Child Safety and Wellbeing Policy, public facing Gateway Community High procedures for Managing Child Safety Incidents or Concerns, and public-facing Gateway Community High procedure for Handling Allegations of Staff Misconduct and Reportable Conduct which are available on the School's public website. In our public-facing Gateway Community High Complaints Handling Policy, we explain how to make a Child Safety and Wellbeing-related complaint to the School.</p> <p>The School's <u>Child Protection Officers</u> and Head of Campus also effectively communicate and implement the School's policies and procedures to all stakeholders including students, parents/carers, Staff, Volunteers and Contractors.</p>
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8	The School publishes the school's complaint handling procedures regarding allegations of staff misconduct or Reportable Conduct.	the proprietor's Complaints Handling Policy and our public-facing Gateway Community High procedure for Handling Allegations of Staff Misconduct and Reportable Conduct are available on the School's public website.
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