

Child Sexual Abuse Policy

Quality and Impact



<p>Introduction</p>	<p>Learning Links is a Child Safe Organisation and is required to have its own child protection policies and systems.</p> <p>Learning Links is committed to being a child safe organisation through the prevention, identification and reporting of child sexual abuse and having mitigation strategies in place to manage the risk of child sexual abuse occurring in our centres and the community settings in which we work.</p> <p>This policy should be read in conjunction with other Learning Links Child Safe Policies and Procedures.</p>
<p>Eligibility</p>	<p>This Policy applies to all staff employed by Learning Links. The term staff applies to students, interns, and volunteers. This policy also applies to workers carrying out work on behalf of Learning Links (e.g., contractors).</p>
<p>Policy</p>	<p>Learning Links is committed to fulfilling its obligations and responsibilities under this policy by ensuring that its staff understand their responsibilities in:</p> <ul style="list-style-type: none"> • Understanding the meaning and forms of child sexual abuse • Identifying any indicators of possible child sexual abuse • Consulting with their manager or supervisor where a concern of child sexual abuse is identified • Using the online Mandatory Reporter Guide (MRG) to inform initial decision making in cases of possible child sexual abuse. <p>Learning Links is committed to ensuring staff understanding of child sexual abuse in circumstances where:</p> <ul style="list-style-type: none"> • The child is the subject of bribery, coercion, a threat, exploitation or violence, or • The child has less power than another person involved in the behaviour, or • There is a significant disparity in the developmental function or maturity of the child and another person involved in the behaviour. <p>The Child Safe principles that apply to this policy require Learning Links to:</p> <ul style="list-style-type: none"> • Create conditions that reduce the likelihood of sexual harm occurring to children and young people • Create conditions that increase the likelihood of any harm being discovered • Respond appropriately to any disclosures, allegations or suspicions of harm resulting from child sexual abuse. <p>Learning Links is committed to the prevention of child sexual abuse occurring through:</p> <ul style="list-style-type: none"> • Ensuring that children and young people access support within accessible and safe physical environments where adult to child and/or child to child interactions occur • Implementing protocols around online behaviour including the application of safety filters and communication protocols • Maintaining rigorous employment checks including Working with Children and Criminal Record Checks • Requiring staff to maintain current knowledge in child protection training • Adherence to its Child Safe policies and procedures

	<ul style="list-style-type: none"> Ensuring that staff assume responsibility for their individual duty of care towards children.
Belief on Reasonable Grounds	<p>An allegation and/or disclosure of child sexual abuse is because of 'Belief on Reasonable Grounds'. A belief formed on reasonable grounds that a child is or has been the subject of sexual abuse may be based on but is not limited to:</p> <ul style="list-style-type: none"> Disclosure of child sexual abuse or information provided directly by a child or parent/carer Disclosure of child sexual abuse or information provided by a third party; and/or Possible physical and/or emotional and/or behavioural indicators. <p>The belief may be based on a number of child protection concerns that form the 'reasonable grounds' and may have been documented over time.</p> <p>There is no requirement to provide proof of child sexual abuse.</p>
Requirement of staff to adhere to this policy	<p>Learning Links staff in adhering to this policy must:</p> <ul style="list-style-type: none"> Uphold and understand the principles and actions Learning Links is committed to under this policy Be familiar with the definition of child sexual abuse as per this policy and as defined by the Royal Commission into Child Sexual Abuse Understand the different forms of abuse that constitutes sexual abuse Take immediate action to report suspicions of child sexual abuse based on Belief on Reasonable Grounds as outlined in this policy.
Definition of Child Sexual Abuse	<p>Adherence to this policy requires Learning Links staff to understand the nature and forms of child sexual abuse as defined by the Royal Commission into Child Sexual Abuse:</p> <p>"Any act that exposes a child to, or involves a child in, sexual processes that are beyond their understanding, are contrary to accepted community standards, or are outside of what is permitted by law".</p> <p>Child sexual abuse may involve ongoing, repeated, or persistent abuse, or arise from a single incident.</p>
Forms of Child Sexual Abuse	<p>Sexual abuse of children includes any of the following acts committed against children who are under 16 years of age:</p> <ul style="list-style-type: none"> Sexual intercourse – this includes oral sex Sexual touching – this includes and touching that could reasonably be considered sexual Sexual act – this includes any act other than sexual touching that could reasonably be considered sexual Grooming – this relates to grooming or procuring a child for sex with them or another person Sexting – this relates to the action or practice of sending sexually explicit photographs or messages via mobile phone Child exploitation material – this relates to the use of child pornography material depicting a child in an offensive or demeaning context and/or that depicts a child engaging in a sexual activity or context.
Related Documents	<ul style="list-style-type: none"> Child Safe Policy Child Safe Mandatory Reporting Policy Child Safe Mandatory Reporting Procedure Child Safe Reportable Conduct Policy Child Safe Reportable Conduct Procedure Learning Links Code of Conduct Learning Links Statement of Commitment to Children
Review	<p>This policy and guidelines will be reviewed every two years and will incorporate current information, legislation and feedback as required.</p> <p>This policy is owned by: Service Quality, Risk and Compliance</p> <p>Policy updated on: 19 January 2022</p>

Policy updated by: GM, Service Quality, Risk and Compliance
Version number: 1.0
This version approved by: CEO
This document can be viewed on: Learning Links Intranet, Kajabi Policy Pack,
Preschool Website

Policy due for review: 19 January 2024