

POLICY

No. E.5

CHILD ABUSE

*Adopted: 87-12-14
Amended: 90-05-14
Amended: 02-03-11
Amended: 06-02-13
Amended: 10-04-13
Reviewed: 12-03-13
Reviewed: 13-03-12
Reviewed: 14-05-12
Reviewed: 15-04-13
Reviewed: 16-02-09
Reviewed: 17-01-09
Reviewed: 18-01-08*

Policy

The *Child, Family and Community Service Act* requires that anyone who has reason to believe that a child has been or is likely to be abused or neglected, and that the parent is unwilling or unable to protect the child, must report the suspected abuse or neglect to a child welfare worker at the Ministry for Children and Family Development or the Delegated Aboriginal Child and Family Services Agencies.

REGULATION

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Regulation

1. It is the responsibility of school personnel to report all suspected and known cases of child abuse and neglect. An employee must report when there is reason to believe that:
 - a child has been, or is likely to be, physically harmed, sexually abused or sexually exploited by a parent or another person and the parent is unwilling or unable to protect the child;
 - the child has been or is likely to be physically harmed because of neglect by the child's parent;
 - the child is emotionally harmed by the parent's conduct;
 - the child is deprived of necessary health care;
 - the child's development is likely to be seriously impaired by a treatable condition and the child's parent refuses to provide or consent to treatment;
 - the child's parent is unable or unwilling to care for the child and has not made adequate provisions for the child's care;
 - the child is or has been absent from home in circumstances that endanger the child's safety or well-being;
 - the child's parent is dead and adequate provision has not been made for the child's care; or,
 - the child has been abandoned and adequate provision has not been made for the child's care.
2. Employees who have reasonable grounds to believe a child is in need of protection shall also report the circumstances to the Principal.
3. Employees must not interview the child; rather, they must only report information that has been learned from a spontaneous disclosure by the child and other information available in school files.
4. On request, principals shall allow the investigating social worker and police officer to interview the child in the school. The presence of an educator during child protection interviews is not required, but may be requested to support the child.
5. In a case of suspected abuse or neglect by a District employee, the Superintendent of Schools/Secretary-Treasurer shall conduct an investigation in cooperation with the local child welfare worker and the RCMP.
6. It is expected that all employees will provide relevant information to the investigating social worker, police officer and, where appropriate, the Superintendent of Schools/Secretary-Treasurer; however, all information obtained by the employees about child abuse and neglect case (oral or written) is confidential and shall be disclosed only as described above and shall not be placed in the child's cumulative file or school record.

The attached chart provides guidance on how to respond to child abuse and neglect.

ADDENDUM

GUIDELINES FOR SCHOOL PERSONNEL: RESPONDING TO CHILD ABUSE AND NEGLECT

- The legal duty to report is the responsibility of each individual. Any person, including school employees, with reason to believe that a child needs protection has a duty to report directly to a child protection social worker.
- Informing another person e.g. a colleague or a supervisor does not discharge the legal duty to report directly to a child protection social worker.
- Reports must be made immediately. Failure to report is a serious offence under the law.

| | Scenario 1 | Scenario 2 | Scenario 3 | Scenario 4 |
|---|---|---|--|---|
| | Alleged Child Abuse/Neglect by a Parent, Caregiver, Family, Friend or Stranger | Alleged Child Abuse/Neglect by a School Employee, Contracted Service Provider or Volunteer | Alleged Abusive Behaviour at School by a Student Under Age 12 | Alleged Abusive Behaviour at School by a Student 12 years of Age and Over (Including a Young Offender) |
| 1 | <ul style="list-style-type: none"> · Report allegations to a child protection social worker · Call police if student is in immediate danger | <ul style="list-style-type: none"> · Report allegations to a child protection social worker · Call police if student is in immediate danger | <ul style="list-style-type: none"> · Notify the school principal · Call police if student is in immediate danger | <ul style="list-style-type: none"> · Notify the school principal · Call police if student is in immediate danger |
| 2 | <ul style="list-style-type: none"> · Notify the principal that a report was made | <ul style="list-style-type: none"> · Notify principal, supervisor and/or Superintendent of Schools | <ul style="list-style-type: none"> · School assesses whether or not there is a reason to believe a student is in need of protection · Notify the child protection social worker if there is reason to believe a child is in need of protection | <ul style="list-style-type: none"> · School assesses whether or not there is a reason to believe a student is in need of protection · Notify the child protection social worker if there is reason to believe a child is in need of protection |
| 3 | <ul style="list-style-type: none"> · Document | <ul style="list-style-type: none"> · Document | <ul style="list-style-type: none"> · Document | <ul style="list-style-type: none"> · Document |
| 4 | <ul style="list-style-type: none"> · School personnel DO NOT contact parents | <ul style="list-style-type: none"> · School personnel DO NOT contact parents | <ul style="list-style-type: none"> · School personnel DO NOT contact parents if a report was made to a child protection social worker | <ul style="list-style-type: none"> · School personnel DO NOT contact parents if a report was made to a child protection social worker · In the case of an alleged criminal offence or breach of probation, administration should contact the police |
| 5 | <ul style="list-style-type: none"> · Cooperate with child protection social worker/police during investigation · Provide information requested by child protection social worker/police · Child protection social worker MUST report back to you | <ul style="list-style-type: none"> · Superintendent, child protection social worker and police collaborate on initial response and parental contact · Coordinated investigations are conducted · Provide information requested by child protection social worker, police or Superintendent | <ul style="list-style-type: none"> · Cooperate with child protection social worker or police during investigation · Provide information requested by child protection social worker, police and/or principal | <ul style="list-style-type: none"> · Cooperate with child protection social worker or police during investigation · Provide information requested by child protection social worker, police and/or principal |
| 6 | <ul style="list-style-type: none"> · Provide support to the student and follow-up response as needed | <ul style="list-style-type: none"> · Provide support to the student and follow-up response as needed | <ul style="list-style-type: none"> · Provide support to the student and follow-up response as needed | <ul style="list-style-type: none"> · Provide support to the student and follow-up response as needed |

Helpline for Children (24-hour): 310-1234 (no area code needed)

Ministry of Children and Family Development: 1-604-660-4927 / After hours: 1-800-663-9122

Nuu-chah-nulth Tribal Council USMA Family and Child Services: 1-250-724-3232 / Toll Free: 1-877-722-3232

RCMP Emergency: Dial 911