

DIVISION: PROGRAMS

Policy #: PROG – SSS

POLICY NAME

CHILD PROTECTION

POLICY STATEMENT

The Newfoundland and Labrador English School District (NLESD) is committed to the prevention of child abuse and neglect, and to the well-being and safety of students entrusted to its care. The District requires employees to be vigilant in their efforts to identify children who may be in need of protective intervention and to report all relevant information as per the requirements of the *Children and Youth Care and Protection Act*.

BACKGROUND

Children are entitled to be protected from abuse, neglect, harm or threat of harm. The NLESD supports a safe, caring and socially just environment in which the protection of children is paramount. It recognizes that employees are in an advantageous position to identify children who are or may be in need of protective intervention, and that they have a duty to report their concerns to the provincial department of Child, Youth and Family Services (CYFS), in accordance with Section 11 of the *Children and Youth Care and Protection Act*. The NLESD is committed to ensuring that the principles of justice and due process are followed in all aspects of this policy, including respect for the rights of individuals accused of child neglect or abuse.

SCOPE

This policy is applicable to all NLESD staff and students.

POLICY DIRECTIVES

1. Upon receipt of information that a child may be in need of protective intervention, the informed person shall directly and immediately report the information of concern to CYFS.

APPROVED: _____

AMENDED: _____

2. The informed person shall also report the matter to the school principal and to the Director's Office. If the information of concern involves a staff member, the Assistant Director of Education (Human Resources) must be informed along with the Director's Office.
3. Every effort will be made to protect both the identity of the child in possible need of protection and the confidentiality of the investigation. If the child is in immediate danger, the school administrator or other staff member shall contact the police as well as notify CYFS.
4. If the accused is a NLESD employee:
 - a) Upon notification that a CYFS investigation is to be conducted, s/he will be notified in writing that pending the outcome of the investigation, disciplinary action may be taken.
 - b) S/he may be immediately suspended with/without pay from his/her position while the investigation is ongoing.
 - c) If found guilty of child maltreatment, s/he will be disciplined and may be terminated from his/her position.
 - d) The parents/caregivers of the alleged victim shall be contacted by the Assistant Director of Education (Human Resources) and informed that a report has been made to CYFS.
5. If the accused is a student:
 - a) The name of the accused shall be protected unless released by the authorities.
 - b) The parents/caregivers of the student suspected of the child maltreatment may be requested to keep the student at home until the investigation is complete.
 - c) The student will not be denied his/her right to an education and the Director may designate an alternate setting.
 - d) If charges are dismissed, the student may return to his/her original school at the Director's discretion.
 - e) The parents/ caregivers of the alleged victim shall be notified of the allegations and informed that the School Board will take steps to minimize or eliminate the contact between the students.
 - f) The NLESD acknowledges that CYFS workers have the authority to interview students at school without the prior knowledge or consent of the parent/guardian. Notification of the parent/guardian is the responsibility of the social worker.
6. All employees of the NLESD shall cooperate with investigating agencies.

APPROVED: _____

AMENDED: _____