

Allegations against Employees in the Area of Child Protection

1. Objectives – Policy statement

1.1
As an employer, DET has a responsibility to:
Respond to allegations of a child protection nature specifically related to the actions of an employee and ensure appropriate action is taken in relation to the finding, including disciplinary action;
Report to the Ombudsman certain allegations or convictions of a child protection nature made against an employee; and
Report to the Commission for Children and Young People the names of employees for whom it has completed relevant employment proceedings.

2. Audience and Applicability

2.1
This policy applies to all employees including volunteer workers of DET, Technical and Further Education NSW (TAFE) and Community and Migrant Education (GAME).

3. Context

3.1
The safety, welfare and wellbeing of children and young people in educational settings are paramount. When responding to allegations against employees, DET also has a responsibility to ensure its employees are treated fairly and the rights of each individual are respected during an investigation and any applicable disciplinary process.
This policy reflects the legislative requirements of DET to respond to allegations of a child protection nature against employees (including volunteers and contractors), report to the Department of Community Services, the NSW Ombudsman, the Commission for Children and Young People and the Independent Commission Against Corruption; and supports the [New South Wales Interagency Guidelines for Child Protection Intervention](#) [↗](#), 2000 edition, revised 2005, including participation in joint actions with the Department of Community Services, NSW Health Department and Joint Investigation Response Teams (JIRTS).

3.2 Document History and Details

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Policy contact
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4. Responsibilities and Delegations

4.1
All workplace managers must ensure these procedures are readily accessible to all employees and are incorporated into the initial child protection training provided at induction and annual child protection updates for all employees.
Workplace managers must be aware of the reporting requirements associated with allegations of a child protection nature and concerns about risk of harm to children.

5. Monitoring, Evaluation and Reporting Requirements

5.1
The Ombudsman regularly audits DET's compliance with the *Ombudsman Act 1974* and the *Commission for Children and Young People Act 1998*.
Monthly reports are generated indicating:
Number of matters subject to investigation
Number of matters completed to date
Number of employees placed on alternative duties.

6. Contact

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