

System Direction 4 – 1 R1
Child Abuse and Neglect

1. **Responsibility**

Each and every adult employed or contracted by the Board of Education has a **legal duty** to promptly report to a child protection social worker when he/she has reason to believe a child (a person under 19 years of age) needs protection, as set out in the following circumstances:

- if a child has been or is likely to be physically harmed, sexually abused or exploited.
- if a child is demonstrating severe anxiety, depression, withdrawal or self-destructive or aggressive behaviour as a result of emotional harm.
- if a child is deprived of necessary health care including refusal of consent to treatment.
- if a child is deprived of adequate provision and care by parent inability, unwillingness, absence or abandonment.
- if a child is absent from home in circumstances that endanger the child's safety or well-being.

2. **Report Procedures**

Each and every adult employed or contracted by the Board of Education shall follow the reporting procedures outlined in this regulation. Failure to report or knowingly make a false report, is a serious offence under law.

3. **Parent Contact**

In the course of an investigation, solely conducted by the school district employee, contract service provider or volunteer, parents shall be informed/consulted prior to an interview of the student.

4. **Cooperation In Investigations**

The board has an expectation that all parties cooperate in working towards ascertaining all facts and relevant information.

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 and police officers, 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.

Where two or more persons each have reason to believe a child needs protection, it is acceptable for them to report by way of a joint conference call to a child protection social worker.

Reports must be made immediately. Failure to report is a serious offence under 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 the 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 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 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 information on the district form "Report of Suspected Child Abuse/Neglect" 	<ul style="list-style-type: none"> Document the information on the district form "Report of Suspected Child Abuse/Neglect" 	<ul style="list-style-type: none"> Document the information on the district form "Report of Suspected Child Abuse/Neglect" 	<ul style="list-style-type: none"> Document the information on the district form "Report of Suspected Child Abuse/Neglect"

M

	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)
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 if a report is made to a child protection social worker 	<ul style="list-style-type: none"> School personnel DO NOT contact parents if a report is made to a child protection social worker 	<ul style="list-style-type: none"> School personnel DO NOT contact parents if a report is made to a child protection social worker If a student 12 years of age or over or young offender is alleged to have committed what may be a criminal offence at school, administration, at their discretion, should contact the RCMP Notify the police and youth probation officer of a breach of a young offender's probation order or abusive behaviour that may constitute a breach
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