JGS/HSCP/ID-2/R00

Statement of Intent Child Protection (Safeguarding) Policy

POLICY STATEMENT

Johnson Grammar School is committed to providing a safe, secure, respectful and child-friendly environment in which every child is protected from sexual abuse, sexual harassment, exploitation and all forms of inappropriate behaviour.
The School maintains a zero-tolerance approach towards sexual abuse and sexual misconduct involving children.

All employees, teachers, administrators, support staff, security personnel, transport personnel, activity instructors, coaches, contractors, volunteers and any other persons associated with the School are expected to uphold this policy and place the safety and best interests of children above all other considerations.

The School shall comply with the Protection of Children from Sexual Offences Act, 2012 (POCSO Act), the Protection of Children from Sexual Offences Rules, 2020, applicable Government directions and relevant child-safety guidelines issued by competent authorities.

SCOPE

- **To promote a child safe and positive environment in school, conducive for learning and development.**
- **To provide common understanding of child safety measures adopted at the school level.**
- **To define roles and responsibilities of school authorities and other stakeholders.**
- **To enable staff and others recognize signs of abuse or a situation when a child may require protection and help; and importantly enable them to report or bring to the notice of the concerned authority for immediate action**
- **To set in place mechanisms for monitoring and review of the implementation of the child protection standards.**

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POLICY PRINCIPLES

- **As a minimum, we comply with all relevant laws and regulations applicable in each state in which we operate. Our approach is to go beyond those minimum standards and aim for best practice guided by the following principles.**

- **Best interests of the learner are paramount and shall be the primary consideration in our decision making.**

- **·We are learner centered and have adopted a child-rights based approach. This helps us keep the rights of students, in particular children and vulnerable adults, in focus in all our activities especially where our work brings us into direct face to face contact with learners.**

- **Equality of protection to ensure that students have the same positive opportunity to use our materials and engage in our activities safely regardless of their gender, ability, race, ethnicity, circumstances or age. Vulnerable children and adults require particular attention in order to optimise their safety needs and promote their access to important opportunities.**

- **We take responsibility to meet our obligations regarding our duty of care to all of our students. This means ensuring to protect children and vulnerable adults across all our institutions' activities and facilities.**

- **We reject the use of child or forced labour in our institution activities and in our institutional relationships.**
- **We make clear our standards to contractors and suppliers and audit those we identify as being high risk.**

- **We will take prompt action where we believe that a child or vulnerable adult is at risk of abuse or harm or has been harmed.**
- **We recognise and acknowledge an element of risk can exist in many learning situations, and while we may never be able to eliminate this completely, we will do all we can to reduce or limit its impact.**

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POLICY PRINCIPLES

- **We are honest and transparent in our approach and publicly disclose both this policy and the way we work to try and protect all of our students and in particular children and vulnerable adults. Our marketing, advertising and editorial standards respect and support learner rights.**

- **Confidentiality. Its School duty to manage sensitive information in a manner that is respectful, professional and that complies with all the applicable law. Staff must keep all information about any suspected or reported incidents strictly confidential, and must divulge only that information to only individuals who have legitimate reasons to access the information are allowed to receive it.**

- **We support and train those working within School to recognise and respond to student concerns, in particular to concerns in relation to child and vulnerable adult protection risks and incidences.**

- **We appoint people to take responsibility for the protection of children and vulnerable adults.**

- **We work with others to protect children and vulnerable adults. This could include law enforcement or child welfare agencies where necessary. We require incidents relevant to this policy in respect of all students to be reported in a timely way both internally and to the appropriate authorities, linked to proper recording of the relevant details.**

- **Independent monitoring of the implementation of the policy is important to us. We have in place a multi-layered review mechanism for periodic audits.**

REVIEWED BY

KUMUD EMANI
HSCP COORDINATOR

DATE: 17.06.2026

17.06.2026

MR. T. ANIL. ISRAEL
HSCP CHAIRMAN/ PRINCIPAL