



## PROTOCOL FOR CHILD ABUSE AND/OR NEGLECT DISCLOSURES POLICY

### RATIONALE

The purpose of this policy is to provide specific guidance to the employees of the Gwa'sala-'Nakwaxda'xw School in fulfilling the commitment to assist in child abuse and/or neglect prevention and in providing reporting protocols if child abuse is suspected or known to have occurred. The Gwa'sala-'Nakwaxda'xw School may add, modify, or remove portions of this Child Abuse and/or Neglect Policy for Employees when it is considered appropriate to do so, and any such changes will be effective upon giving notice of the revised policy.

### POLICY

The following protocol will be used when dealing with a suspected case of child abuse and/or neglect:

- a) The school principal is designated as the "Appointed School Official (ASO)." The school vice-principal is designated as the "Alternate Appointed School Official (AASO)." All staff and volunteer personnel will be informed if a person other than the principal has been named as the Appointed School Official.
- b) If there are any personnel at the Gwa'sala-'Nakwaxda'xw Band School, who suspect or have information that a child is being abused and/or neglected or at risk of being abused and/or neglected the protocol is as follows:
  - Any person who has reason to believe a child may be being abused or neglected is obliged to report that concern to MCFD as referenced in CFCS Act Section 14, Duty to report.
  - The staff person who receives an abuse disclosure from a student is encouraged, but not expected, to discuss the disclosure with the Appointed School Official (ASO) or Alternated Appointed School Official (AASO) or the appropriate case worker at GNN Health and Family Services.
  - The staff person who received the disclosure will report to MCFD the abuse disclosure. This report to the Ministry will occur the same day the disclosure is received. Reports may be made to the local office at (250) 949-8011 or to the Helpline for Children at 310-1234.
- c) If the alleged offender is an employee of the Band School, the Principal will be informed and will inform the CAO. The report will not be discussed with any other staff.

- d) The Principal and CAO's role will include ensuring that RCMP and/or MCFD are able to conduct their investigation in an unobstructed manner, to ensure protection and privacy of all information, and to take any steps necessary to ensure the safety of children in the Band school.
- e) If the alleged offender is the Principal, the CAO will be informed, and the CAO will be responsible for this role.
- f) Statements made to school staff should be recorded in the child's own words. School staff, while offering support, should refrain from interviewing the child after receiving the child's first disclosure. Investigations and interviews will be conducted by the Ministry for Children and Family Development and/or RCMP.
- g) Staff have not discharged their Duty to Report until they have reported to a director (i.e. a Social Worker within the Ministry for Children & Family Development). Consultation with administrators or colleagues does not meet the requirement to report. The details of the reports must be treated confidentially.