



PROTECTION OF THE VULNERABLE POLICY

Responsible officer	Chief Operating Officer	
Contact	Peter McCrindle, peterm@morling.edua.au	
Approved by	Morling College Board	
Responsible body	Morling College Board	
Approval date	22 September 2020	
Effective date	22 September 2020	
Review date	September 2023	
Superseded documents	Child Safety Policy September 2019	
Related documents		
Policy classification <i>Select a General OR an Academic option</i>	General Human Resources	Academic

1. PURPOSE

To establish principles relating to protecting the safety of children and vulnerable adults on campus and those encountered by Morling staff carrying out their duties.

2. DEFINITIONS

Key Term or Acronym	Definition
Carer	Person with charge of a child
Child	Person under 18 years of age
MC	Morling College
Morling College Limited	Includes Morling College, Morling Residential College, Morling Village
Morling Village	Housing on campus excluding MRC
MRC	Morling Residential College
Staff	Employees of Morling College or Morling Residential College, whether permanent, fixed term or casual.
Vulnerable	the state of being unable to take care of themselves, or unable to protect themselves against harm or exploitation by reason of age, illness, trauma or disability, or any other reason, and includes those that suffer disadvantage such as social and financial hardship
WWCC	Working with Children Check

3. SCOPE

This policy applies to all staff and student of Morling College Limited. It also applies to residents of Morling College Village.

4. POLICY STATEMENT

Morling College aims to provide an environment which protects the safety, welfare and wellbeing of children and vulnerable adults on campus, and to ensure staff, students and volunteers encountering children while undertaking Morling-related activities, have appropriate child safety checks.

As all MC students and long term MRC residents are over 18, children on campus usually fall into the following categories:

- (i) residents of Morling Village
- (ii) short-term residents of MRC
- (iii) children under the charge of MC staff, students or volunteers
- (iv) visitors from the local community
- (v) visitors involved in a non-MC activity or event.

Students and staff may encounter children off-campus when acting as a representative of MC. For example, staff in the Faculty of Education may enter a school.

All staff, students or volunteers are required to be responsible for the supervision, wellbeing and safety of any children on campus in their care.

5. PRINCIPLES

Responsibilities

- 5.1 All staff and students are required to treat with respect and to protect the interests of vulnerable adults.
- 5.2 Children on campus, including those residing in MRC, are always the responsibility of their carer and/or guardian.
- 5.3 Carers/guardians are required to take all reasonable steps to safeguard the health and safety of the children in their care while on campus. They must also ensure children are supervised and do not disrupt other people or Morling activity.
- 5.4 Staff and students, when participating in activities of a third party, are subject to the safe spaces policies and requirements of that organisation. For example, church activities while on deputation.
- 5.5 Those hiring Morling property are responsible for the supervision, wellbeing and safety of any children and vulnerable adults at their activities or events.

Working with Children Check

5.6 Those MC staff, students or volunteers who are likely to come in contact with children as part of their Morling activities are required to hold current Working with Children Checks.

This includes, but is not limited to:

- (i) property and maintenance teams and their supervisors
- (ii) MRC staff
- (iii) teachers in the Plunge program, and in the Faculty of Education
- (iv) students enrolled in the Plunge program.

Recruitment

5.7 A current WWCC is a condition of employment for those in positions which are covered by 5.6.

6. RELATED DOCUMENTS AND LEGISLATION

Child Protection (Working with Children) Regulation 2013, NSW

Children and Young Persons (Care and Protection) Act 1998, NSW

Australian Baptist Ministries, 11 March 2017, [Working with children policy](#)

7. REFERENCES

Macquarie University, Children at Macquarie University Policy

8. VERSION HISTORY

Version	Approved by	Approval Date	Effective Date	Changes made
2	MC Board	22 September 2020	22 September 2020	Name of policy changed from Child Safety Policy to Protection of the Vulnerable Policy; vulnerable adults added to 4; 5.1; 5.5. 4.5 Child safety policies changed to safe spaces policy.
1	MC Board	24 September 2019	24 September 2019	New

Always **download** this policy anew from the Policies folder on the Morling share drive as it may have changed.