



Child Protection Policy and Procedures

Preamble

The child safe standards require schools that provide services for children to have strategies to embed in their school a culture of child safety, including through effective leadership arrangements.

Protecting children from abuse is everybody's responsibility, and a school's leadership is essential to instilling a child safety culture in a school.

This good leadership and governance commitment is a foundation statement for the work we do and improvements we will make in this area in the future. It is tabled at our School Council as a statement of this.

Leadership in a child safe environment

- Working with children can be very rewarding, and it brings additional responsibilities.
- We will act to protect children from abuse in our school, and build an environment where children feel respected, valued and encouraged to reach their full potential. This requires a culture of child safety to be embedded throughout our school so that child safety is part of everyone's everyday thinking and practice. Such a culture is achieved through proactive leadership in demonstrating the appropriate values, attitudes and behaviours of a school.
- A child safe environment is the product of a range of strategies and initiatives. Our school should foster a culture of openness, inclusiveness and awareness. Children and adults should know what to do if they observe or are subject to abuse or inappropriate behaviour.
- All staff and volunteers should consider the safety of all children, and recognise the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, and the safety of children with a disability.

1. Governance in a child safe environment

- 1.1. Leadership should take preventative, proactive and participatory approach to child safety issues. The safety and wellbeing of children in our school should be a paramount consideration when developing activities, policies and management practices.

2. Leadership responsibilities

- 2.1. Leadership is responsible for embedding a culture of child safety in our school. Leadership need to take the lead in protecting children from abuse, and should be made aware of child abuse allegations and risks and take responsibility for ensuring an appropriate response.

3. We will ensure that all allegations of child abuse and child safety concerns are treated very seriously by our school. This includes complying with all legal requirements, including reporting suspicions of child abuse to police and/or child protection.

- 3.1. **If any person reading this document believes a child is at immediate risk of abuse phone 000.**

4. Identify and analyse risk of abuse

- 4.1. Our school should adopt an approach to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy that sets out how our school identifies, assess, and takes steps to reduce or remove child abuse risks.

5. Develop a child safe policy

- 5.1. Our school will develop a child safe policy which outlines our commitment to promoting children's wellbeing and protecting children from abuse.



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6. Develop codes of conduct
 - 6.1. Our school will have a code of conduct which specifies the standards of conduct and care required when working and interacting with children, or include elements of child safety in an existing code.
7. Choose suitable employees and volunteers
 - 7.1. Our school will take all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. This includes police record and identity checks, Working with Children Checks where required, face-to-face interviews and detailed reference checks from previous employers, including from the applicant's most recent manager.
8. Support, train, supervise and enhance performance
 - 8.1. Our school will ensure that volunteers and employees who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse.
 - 8.2. We will appoint a Child Safety Officer. A Child Safety Officer is a person in our school who has knowledge of child safety issues, and could be a point of contact for others who have questions or concerns or want to report an allegation of abuse. This person will be the Student Counsellor.
9. Promote inclusion
 - 9.1. Our school should be inclusive to all children and families who enrol. In particular, our school should establish a culture that supports:
 - 9.1.1. cultural safety for Aboriginal children
 - 9.1.2. cultural safety for children from culturally and/or linguistically diverse backgrounds
 - 9.1.3. the safety of children with a disability
10. Empower and promote the participation of children in decision-making
 - 10.1. Our school should promote the involvement and participation of children in developing and maintaining child safe environments. We will listen to children and take them seriously, particularly if they are disclosing abuse or concerns for their safety or the safety of other children.