

Child Safety Policy:

Rationale:

All Victorian schools are required to have a child safety policy or statement of commitment to child safety that details:

- the values and principles that will guide the school in developing policies and procedures to create and maintain a child safe school environment
- the actions the school proposes to take to:
 - demonstrate its commitment to child safety and monitor the school's adherence to its child safety policy or statement of commitment
 - support, encourage and enable school staff, parents and children to understand, identify, discuss and report child safety matters
 - support or assist children who disclose child abuse, or are otherwise linked to suspected child abuse
 - ensure that child safety is considered in the recruitment, selection and management of staff, including contractors and volunteers

Cranbourne Carlisle Primary School has zero tolerance for child abuse

Scope:

- All staff, volunteers and contractors, whether or not they work in direct contact with children or young people. This policy will apply across a range of school forums (e.g. camps, online) and outside of school hours.

Statement of Commitment to Child Safety

- Cranbourne Carlisle Primary School is committed to the safety and wellbeing of all children. This will be the primary focus of our care and decision-making, with particular attention paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability
- Cranbourne Carlisle Primary School has zero tolerance for child abuse and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- Cranbourne Carlisle Primary School is committed to providing a child safe environment where children are safe, feel safe and their voices are heard about decisions that affect their lives
- All within the Cranbourne Carlisle Primary School community have a responsibility to understand the important and specific role they play, individually and collectively, to ensure that the wellbeing and safety of all children is at the forefront of all they do and every decision they make
- In its planning, decision-making and operations, Cranbourne Carlisle Primary School will:
 - take a preventative, proactive and participatory approach to child safety
 - value and empower children to participate in decisions which affect their lives
 - foster a culture of openness that supports all persons to safely disclose risks of harm to children
 - respect diversity in cultural backgrounds and child rearing practices while keeping child safety paramount
 - provide written guidance on appropriate conduct and behaviour towards children
 - engage only the most suitable people to work with children and have high quality staff, volunteer supervision and professional development
 - ensure that children are supported, encouraged and enabled to understand, identify, discuss and report child safety matters
 - report suspected abuse, neglect or mistreatment promptly to the appropriate authorities
 - share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk
 - value the input of families and carers and ensure regular communication
- We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

Policy and procedures

Policies and procedures outlining Cranbourne Carlisle Primary School's approach to the Child Safe Standards are outlined below. For further information, please contact the school's Principal or Assistant Principal.

- A child-safe culture
 - Cranbourne Carlisle Primary School's culture encourages staff to raise, discuss and scrutinise concerns making it more difficult for abuse to occur and remain hidden.

- Personnel understand their roles and responsibilities/Code of Conduct
 - School leaders and managers will ensure that each person understands their role, responsibilities and behaviour expected in protecting children and young people from abuse and neglect. Staff will comply with the school's Code of Conduct. The school's Code of Conduct sets out clear awareness of the difference between appropriate and inappropriate behaviour.
 - Refer to the Victorian Institute of Teaching, Victorian Teachers Professional Codes of Conduct and Ethics
- Human resources practices and training
 - The school applies best practice standards in the recruitment and screening of staff and will take all reasonable steps to ensure that it engages the most suitable and appropriate people to work with them. We will ensure that staff induction, education and training programs are a vital part of our commitment to safeguarding children and young people from abuse and neglect. All prospective staff and volunteers are required to undergo National Criminal History Records check and maintain a valid Working with Children Check.
- Reporting a child safety concern or complaint
 - The school has clear expectations for staff and volunteers in making a report about a child or young person who may be in need of protection. Immediate action should include reporting their concerns to the DHHS Child Protection or another appropriate agency and notifying the principal or a member of the school leadership team of their concerns and the reasons for those concerns.
 - All staff who have formed a belief that a child is in need of protection are to report their concerns to the Principal, Assistant Principal or Primary Welfare Officer.
 - Refer to the Mandatory Reporting Policy for preferred procedures for making a notification
- Risk reduction and management
 - The school believes the wellbeing of children and young people is paramount and is vigilant in ensuring proper risk management processes. The school recognises there are potential risks to children and young people and will take a risk management approach by undertaking preventative measures.
- Listening to children
 - The school has developed a safe, inclusive and supportive environment that involves and communicates with children, young people and their parents/care givers. We encourage child and parent/care giver involvement and engagement that informs safe school operations and builds the capability of children and parents/care givers to understand their rights and their responsibilities.
 - Refer to Student Engagement and Inclusion Policy
- Confidentiality and Privacy
 - Considerable importance is placed on safeguarding the confidentiality and privacy of information about particular children and their families. The collection, use and storage of information is included in school policies.
 - Refer to DET School Advisory and Policy Guide:
<http://www.education.vic.gov.au/school/principals/spag/safety/pages/requestinfo.aspx>
- Legislative responsibilities
 - Staff at Cranbourne Carlisle Primary School takes their legal responsibilities seriously, including:
Failure to disclose: Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the police
Failure to protect: People of authority in our organisation will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so
Any personnel who are mandatory reporters must comply with their duties.
Breaches of Duty of Care and Mandatory Reporting Obligations are identified in the specific policies.
- Policy evaluation and review
 - To ensure ongoing relevance and continuous improvement, this policy will be reviewed in the context of school self-evaluation undertaken as part of the school accountability framework.
- This policy to be read in conjunction with Ministerial Order No 870, available at
www.vrqa.vic.gov.au/childsafef

Definitions:

A full list of definitions for Ministerial Order No. 870 is available at www.vrqa.vic.gov.au/childsafes

Child abuse includes

- Any act committed against a child involving:
 - a sexual offence or
 - an offence under section 49B(2) of the *Crimes Act 1958* (grooming)
- The infliction, on a child, of:
 - physical violence or
 - serious emotional or psychological harm
- Serious neglect of a child

Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

School environment means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- a campus of the school
- online school environments (including email and intranet systems)
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions and other events)

School staff means:

In a government school, an individual working in a school environment who is:

- employed under Part 2.4 of the *Education and Training Reform Act 2006 (ETR Act)* in the government teaching service or
- employed under a contract of service by the council of the school under Part 2.3 of the ETR Act or
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary)

Related policies and Documents

School Policy Advisory Guide – Duty of Care

School Policy Advisory Guide – Child Protection Reporting Obligations

DET Child Wellbeing and Safety Framework

Student Engagement and Inclusion Policy

Mandatory Reporting Policy

Duty of Care Policy

Evaluation:

This policy will be reviewed as part of the school's three-year review cycle or as required

Ratified by School Council _____ 2016

Cranbourne Carlisle Primary School



Many Cultures, One Community