



CHILD SAFETY POLICY

PURPOSE:

The child safe policy sets out the school's approach to creating a child safe organisation where children and young people are safe and feel safe; and provides the policy framework for the school's approach to the Child Safe Standards.

SCOPE:

All staff, volunteers, contractors and whether or not they work in direct contact with children or young people.

STATEMENT OF COMMITMENT AND PRINCIPLES:

The Grange P-12 College is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision making.

The Grange P-12 College has zero tolerance for child abuse.

The Grange P-12 College is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be 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.

Every person involved in The Grange P-12 College has a responsibility to understand the important and specific role that they play individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

THE GRANGE P-12 COLLEGE'S PRINCIPLES FOR CHILD SAFETY:

The Grange P-12 College, in its planning, decision-making and operations will

1. Take a preventative, proactive and participatory approach to child safety;
2. Value and empower children to participate in decisions which affect their lives;
3. Foster a culture of openness that supports all persons to safely disclose risks of harm to children;
4. Respect diversity in cultures and child rearing practices while keeping child safety paramount;
5. Provide written guidance on appropriate conduct and behaviour towards children;
6. Engage only the most suitable people to work with children and have quality staff and volunteer supervision and professional development;
7. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues;
8. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities (Refer to Mandatory reporting flowchart);



9. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk;
10. Value the input of and communicate regularly with families and carers;
11. As College staff, always act in accordance with our College values of Respect, Learning and Working Together; and
12. As College staff always act in accordance with the Staff Professional Code of Practice.

POLICY AND PROCEDURES:

Policies and procedures outlining The Grange P-12 College's approach to Child Safe Standards are outlined below:

Any questions or queries can be directed to David Smillie – College Principal or Jodie Wright – Assistant Principal.

- ***A child safe culture***

The College's culture encourages staff to raise, discuss and scrutinise concerns making it more difficult for abuse to occur and remain hidden. The College's plan for creating a child safe culture can be found throughout this document.

- ***Code of Conduct***

College leaders and managers will ensure that each person understands their role, responsibilities and behaviours expected in protecting children and young people from abuse and neglect. The College Code of Conduct sets our clear awareness of the different between appropriate and inappropriate behaviours. Staff will comply with College's Code of Conduct.

- ***Human Resources***

The College applies best practise 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 children. 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 requires to undergo National Criminal History Records check and maintain a valid Working with Children Check.

- ***Reporting a child safety concerns or complaint***

The College 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 including reporting their concerns to DHHS (Child Protection) or another appropriate agency and notifying the Principal or member of Leadership of their concerns and the reasons for those concerns. The College will take appropriate action to respond to a complaint.

- ***Risk reduction and management:***

The College believes the wellbeing of children and young people is paramount, and is vigilant in ensuring proper risk management processes. The College 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 College has developed a safe, inclusive and supportive environment that involves and communicates with children, young people and their parents/carers. We encourage child and parent/carer involvement and engagement that informs safe school operations and builds the capability of children and parents/carers to understand their rights and responsibilities. When the College is gathering information in relation to a complaint about alleged misconduct with, or abuse of, a child the College will listen to the complainant's account and take them seriously, check understandings and keep the children (or their parents/carers) informed about the progress.

- ***Confidentiality and privacy:***

The College collects, uses and discloses information about particular children and their families in accordance with the Victorian Privacy Law. The principles regulating the collection, use and storage of information is included in the School Privacy Policy.

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. The review will include input from students, parents and the school community.

Policy updated March 2019
Endorsed by School Council