

Statement of Commitment and Principles

Kingsville Primary is committed to child safety.

We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.

We are committed to the safety, participation and empowerment of all children.

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our policies and procedures.

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.

Kingsville is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.

Kingsville has strong human resources and recruitment practices for all staff and volunteers.

Kingsville is committed to regularly training and educating our staff and volunteers on child abuse risks.

We support and respect all children, as well as our staff and volunteers. We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

Purpose

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

This policy is intended to empower children who are vital and active participants in our school. We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

We promote diversity and tolerance at Kingsville Primary, and people from all walks of life and cultural backgrounds are welcome. In particular we:

- Promote the cultural safety, participation and empowerment of Aboriginal children
- Promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds

- Ensure that children with a disability are safe and can participate equally.

This policy guides our staff and volunteers on how to behave with children at Kingsville Primary.

- All of our staff and volunteers must agree to abide by our code of conduct which specifies the standards of conduct required when working with children.

Implementation

To promote child safety in the school environment we acknowledge the following:

All students have a right to:

- Take part in learning programs that meet their individual needs.
- Feel secure and to be safe in a caring and supportive environment.
- Work and play without interference in an atmosphere of harmony and cooperation.
- Receive respect, kindness and courtesy and to be treated with fairness.
- Have learning continue without disruption in a supportive environment.
- Be valued for their individuality including; race, gender, cultural, physical or intellectual diversity.
- Expect the school rules to be fair, consistently implemented and respect the rights of all involved.

All students have a responsibility to:

- Care and value themselves, others, teachers and the school community.
- Be safety conscious in relation to themselves and others.
- Treat others with respect and good manners.
- Keep the guidelines of good behaviour, modelling and supporting school rules.
- Develop a sense of accountability for their own actions.
- Work to achieve their personal best whilst allowing others to do the same.
- Allow for others to learn and to respect the rights of others.
- Explore their full potential in their learning.

School staff adheres to the following standards about the ways in which school staff are expected to behave with children:

- School staff provide opportunities for all students to learn.
- School staff treat their students with courtesy and dignity.
- School staff work within the limits of their professional expertise.
- School staff maintain objectivity in their relationships with students .
- School staff are always in a professional relationship with the students in their school whether at school or not.

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 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 required to maintain a valid Working with Children Check.

Procedures for responding to and reporting allegations of suspected child abuse

Forming a belief on reasonable grounds

A person may form a belief on reasonable grounds that a child is in need of protection after becoming aware that a child or young person's health, safety or wellbeing is at risk.

Reporting a belief

- Mandated staff members (Teachers and Principals) must make a report to Child Protection as soon as practicable after forming a belief on reasonable grounds that a child or young person is in need of protection.
- Staff members, whether or not mandated, need to report to the principal or assistant principal their belief when the belief is formed in the course of undertaking their professional duties.
- A report must be made as soon as practicable after forming the belief and on each occasion on which they become aware of any further reasonable grounds for the belief.
- If one staff member has a different view from another staff member about making a report and the staff member continues to hold the belief that a child is in need of protection, that person is obliged to make a report.

Please refer to the Department's Child Protection – Reporting Obligations Policy in response to allegations of child abuse.

www.education.vic.gov.au/school/principals/spag/safety/Pages/childprotection.aspx#link6

These procedures do not:

- Prohibit or discourage school staff from reporting an allegation of child abuse to a person external to the school;
- State or imply that it is the victim's responsibility to inform the police or other authorities of the allegation;
- Require staff to make a judgment about the truth of the allegation of child abuse; or
- Prohibit staff from making records in relation to an allegation or disclosure of child abuse.

Evaluation

<u>Ratification Date</u> 8/8/16	<u>Review Date</u> 2018	<u>Policy Number</u>	<u>Version Number</u> 1	<u>Date Produced</u> 8/8/16
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Definitions

Ministerial Order 870 provides definitions, including:

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-connected work means work authorised by the school governing authority and performed by an adult in a school environment while children are present or reasonably expected to be present.

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 being: an individual working in a school environment who is:

- directly engaged or employed by a school governing authority; a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary); or
- a minister of religion.

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
School Privacy Policy (update expected in June 2016)