



St Joseph's Numurkah

## CHILD SAFETY POLICY

This is a Sandhurst Catholic school which operates with the consent of the Bishop of Sandhurst and is owned and operated by Catholic Education Sandhurst Limited (CES). This Policy forms part of the Child Safety Framework which is available at [www.sjnumurkah.catholic.edu.au](http://www.sjnumurkah.catholic.edu.au).

### 1. Vision

The vision for Catholic Education Sandhurst Limited (CES Ltd) is to provide, in partnership with our families, stimulating, enriching, liberating and nurturing learning environments in each of the Catholic school communities within the Diocese. At the heart of this vision is our commitment to the ongoing duty of care that we have for the safety, wellbeing, and inclusion of all children and young people.

We believe:

- that the values of the Gospel are central to who we are, what we do, and how we act
- in leadership encompassing vision, innovation and empowerment.

This school is committed to the safety of all children and has 'zero tolerance' for child abuse. The importance of embedding a child safe culture across the school is recognised and paramount, as is our commitment to complying with the requirements of The Order.

### 2. Scope

The application of the Child Safe Standards are compulsory standards for Victorian schools to ensure they are well prepared to:

- protect children from abuse
- manage the risk of child abuse
- provide support to a child at risk of child abuse
- respond to incidents and allegations of child abuse

This policy will outline the policy and procedures for implementation of the Child Safe

Standards at this school.

The CES Ltd Child Safety Framework and incorporated Policies and documents applies at this school and includes:

- the principal
- all employees
- contractors
- volunteers
- ministers of religion (clergy), and religious personnel (Brother, Sister, Monk)
- others visitors
- students

This policy should be read in conjunction with following related school policies and procedures:

- Mandatory Reporting Policy
- Reportable Conduct Policy
- PROTECT Responding and Reporting Obligations Policy, and Procedures

### Policy Statement

- The principal is responsible for embedding a culture of child safety at this school and ensuring that all staff meet the requirements of CES Ltd.
- This school will implement the seven Child Safe Standards and the Principle of Inclusion.

### The Principle of Inclusion

This school must take account of and make reasonable efforts to accommodate the diversity of all children in implementing the Child Safe Standards, including (but not limited to) Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable.

### The Standards

<b>Child Safe Standard 1</b>	Strategies to embed an organisational culture of child safety
<b>Child Safe Standard 2</b>	Child safety policy or statement of commitment to child safety
<b>Child Safe Standard 3</b>	A child safe code of conduct

<b>Child Safe Standard 4</b>	School staff selection, supervision and management practices for a child safe environment
<b>Child Safe Standard 5</b>	Procedures for responding to allegation of suspected child abuse
<b>Child Safe Standard 6</b>	Strategies to identify and reduce or remove the risks of child abuse
<b>Child Safe Standard 7</b>	Strategies to promote child empowerment and participation

CES Ltd is committed to a vision of child safety, and this school will adopt the required CES Ltd Child Safety policies and procedures to create and maintain a child safe environment.

This school is committed to providing a safe and nurturing environment for all children and young people in its schools and has a zero tolerance for child abuse.

This school will, at all times, ensure the ongoing safety and wellbeing of all children and young people is the primary focus of care and decision-making.

This school will create and maintain a safe environment and nurturing culture by actively and continually developing and reviewing all policies, processes and practices, informed by emerging thinking and evidence.

This school will provide staff and volunteers in the school with training, guidance, resources and be responsible for reviewing the effectiveness of the schools' child safe practices.

This school will demonstrate its commitment to child safety through its programs and operations and the principal will monitor the school's adherence to this commitment.

This school will support, encourage and enable school staff, parents and children to understand, identify, discuss and report child abuse to ensure child safety in our school.

This school will support or assist children who disclose child abuse or are linked to suspected child abuse.

The principal will inform staff and personnel associated with students under their care, including volunteers, contractors and ministers of religion, of the Child Safe Policy and related guidelines and procedures for adherence.

The principal is responsible for ensuring that the school community is informed of the Child Safe Policy and related documents and that these are publicly available and accessible.

At this school we actively encourage all students to openly express their views and feel comfortable about giving voice to the things that are important to them.

We promote child safety in ways that are readily accessible, easy to understand, and user-friendly to children.

The curriculum design integrates appropriate knowledge and skills to enhance student's understanding of being safe. Teaching and learning strategies that acknowledge and support student voice are implemented.

We have developed appropriate programs about:

- standards of behaviour for students attending our school
- healthy and respectful relationships (including sexuality)
- resilience and
- child abuse awareness and prevention

The principal, staff and volunteers of this school will participate in frequent training to ensure the policy is understood.

The policies, guidelines and codes of conduct for the care, wellbeing and protection of students are based on honest, respectful and trusting relationships between adults and children and young people.

Policies and practices demonstrate our compliance with legislative requirements and cooperation with the police, external authorities and human services agencies.

All persons involved in situations where harm is suspected or disclosed must be treated with sensitivity, dignity and respect.

Staff, clergy, volunteers, contractors, parents and students should feel free to raise concerns about child safety, knowing these will be taken seriously by school leadership and our governing body.

Appropriate confidentiality will be maintained, with information being provided to those who have a right or a need to be informed, either legally or pastorally.

### 3. Related documents

FORM 1: Commitment Statement to Child Safety

FORM 3: Child Safety Code of Conduct

FORM 4: PROTECT Responding and Reporting Obligations Policy

FORM 5: PROTECT Responding & Reporting Obligations Procedures

FORM 6: Mandatory Reporting Policy

FORM 7: Police and DFFH Interview Protocol

FORM 8: Child Safe Standards Implementation in Schools Checklist

FORM 9: Reportable Conduct Scheme Policy

FORM 10: Child Safety Risk Management

CECV Guidelines on the Employment of Staff in Catholic Schools

CECV Guidelines on the Engagement of Volunteers in Catholic Schools

CECV Guidelines on the Engagement of Contractors in Catholic Schools

CECV NDIS/External Providers: Guidelines for Schools

CECV Positive Behaviour Guidelines

## 4. Resources

- VRQA - Child Safe Standards
- CECV - Child Safety
- DET - Child Safe Standards
- DET - PROTECT
- CCYP - Reportable Conduct

## 5. Relevant Legislation

- *Child Wellbeing and Safety Act 2005 (Vic)*
- *Education and Training Reform Act 2006 (Vic)*
- Ministerial Order 870 — *Child Safe Standards — Managing the risk of child abuse in schools*