



ST. JOSEPH'S PRIMARY SCHOOL

Policy Document



Duty of Care Statement and Policy 2020

COMMITMENT TO CHILD SAFETY

All students enrolled, and any child visiting, have a right to feel safe and be safe all of the time. The wellbeing of children in our care will always be our first priority and we have zero tolerance for child abuse.

At St Joseph's Primary School we strive to maintain a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety. We are committed to continually reviewing our Child Safe policies and practices to ensure that every effort is made for ongoing improvement of our Child Safe environment. We at St Joseph's Primary School recognise that some groups of children are particularly vulnerable are we are committed to promoting the cultural safety of Aboriginal/linguistically diverse children and also promoting the safety of children with a disability.

BASIC BELIEFS

- "Never see a need without doing something about it" (St. Mary MacKillop)
- Our School is built on respect and an appreciation of individual differences
- Each child at St. Joseph's Primary School has the right to feel safe at all times.

AIMS AND OBJECTIVES

- That OH&S is seen as an integral component of Pastoral Care.
- OH&S is a way of managing safety in the routine of School life.
- The Pastoral Care Policies outline all the provisions required to maintain a Duty of Care.
- The Employer, St. Joseph's School, have a Duty of Care to take reasonable steps to provide a working environment that is healthy and safe without risks to the health of employees, students and all visitors to our School. This would include physical hazards i.e. sharp edges, uneven paving etc or could be of a psychological nature, such as discrimination, emotional abuse etc.
- The Employees of St. Joseph's have the responsibility to take care of others and co-operate with their employers in matters of health and safety.
- The Principal, Vice Principal and the Leader of the OHS Committee have to responsibility to maintain frequent checks on the buildings and grounds of St. Joseph's School – noting any work practices that have an elevated risk.
- The Principal, Vice Principal and the Leader of the OHS Committee need to be proactive in promoting health and safety in our School.
- At our School, there will be an Understanding that safety is not just seen as being more about physical safety of the school community but it will also include the psychological health and wellbeing of all members of the school community.
- The Principal, Vice Principal and the Leader of the OHS Committee need to Consult with staff in regards to identifying what needs to be done in relation to OHS issues and compliances on a regular basis.

ST. JOSEPH'S PRIMARY SCHOOL – Policy No:

- The Principal, Vice Principal and the Leader of the OHS Committee will encourage all staff to have the necessary information, training and supervision they need to work safely.
- At our School provision of equipment / support will be available to staff and community members will work in a safely equipped environment.
- The Principal, Vice Principal and the Leader of the OHS Committee will ensure that all staff are familiar with / know how to access the Pastoral Care Policies which includes OH&S policies and procedures.
- This policy was written to demonstrate the strong commitment of the whole school community of St. Joseph's, leaders, staff, volunteers, students, their families, to child safety and to provide an outline of the policies and procedures developed to keep everyone safe from harm, including all forms of abuse.
- All students enrolled, and any child visiting, have a right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we have zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety.

ORGANISATION

The staff and volunteers of St. Joseph's School encourage students to express their views. We listen to their suggestions, especially on matters that directly affect them. 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 teach students about what they can do if they feel unsafe. We listen to and act on any concerns students, or their parents or carers, raise with us.

We value and celebrate diversity, especially cultural diversity, and we do not tolerate discriminatory practices. To achieve this we:

- Promote the cultural safety, participation and empowerment of Aboriginal students and their families.
- Promote the cultural safety, participation and empowerment from culturally and/or linguistically diverse backgrounds and their families.
- Promote the personal safety, participation and empowerment of students with a disability and make them feel welcome and part of all aspects of school life

St. Joseph's will apply the most thorough and rigorous standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks on all staff and volunteers and require police checks and Working With Children Checks (WWCC) for all staff and volunteers. Our commitment to Child Safety and our screening requirements are included in all advertisements for staff and volunteer positions.