



CHILD SAFE STANDARDS POLICY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the College on 9579 2322.

PURPOSE

South Oakleigh College's Child Safety Policy sets out the school's commitment and approach to creating and maintaining 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

This policy applies to all staff, volunteers, and contractors in the school environment, whether they work in direct contact with children or young people. This policy also applies to school council members where indicated.

The policy will apply to the school environment (see Definitions section). The policy covers both school hours and outside of school hours.

DEFINITIONS

Child abuse

Child abuse includes:

- any act committed against a child involving:
 - a sexual offence; or
 - grooming; and
- the infliction, on a child, of:
 - physical violence; or
 - serious emotional or psychological harm; and
 - serious neglect of a child.

Child-connected work

Child-connected work means work authorised by the school, school council, or Secretary of the Department of Education and Training and performed by an adult in a school environment while children are present or reasonably expected to be present.

Child safety

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

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

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

School staff

School staff means an individual working in a school environment who is:

- employed by the Department of Education and Training;
- directly engaged or employed by a school council; or
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).

STATEMENT OF COMMITMENT TO CHILD SAFETY AND CHILD SAFETY PRINCIPLES

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

The school's approach to creating and maintaining a child safe school environment is guided by our school philosophy and values. At South Oakleigh College our vision is *'to provide our students with diverse, challenging and supportive experiences in order to promote academic excellence, personal development and to develop their love of education so they become lifelong learners'*. Our mission statement is to *'provide opportunities for the future and create a sense of belonging.'*

We know children can struggle to achieve their personal best if they are not safe from abuse and do not feel connected to their community.

At South Oakleigh College our values guide the decisions and behaviours of all members of our school community, including in relation to child safety:

- High Expectations - challenging ourselves and the status quo
- Respect – for ourselves, each other and our environment
- Responsibility – for our learning, our own actions and our community
- Resilience – to confront challenges with optimism and perseverance
- Teamwork – working cooperatively with others to achieve success

South Oakleigh College has zero tolerance for child abuse.

We are 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. Our child safe policies, procedures, strategies and practices will be inclusive of the needs of all children, particularly Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, children who are out of home care, LGBTI students and our International students.

Every person involved in South Oakleigh College has a responsibility to understand the important and specific role 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.

If you believe that a child is at immediate risk of abuse phone 000.

Child safety principles

In its planning, decision-making and operations, South Oakleigh College 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 high 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 concerns;
8. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities;
9. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and
10. Value the input of and communicate regularly with families and carers
11. Acknowledge that our International Students living in homestay arrangements need additional care, support and regular communication to understand culturally appropriate behaviours

Child Safety Code of Conduct

South Oakleigh College is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of South Oakleigh College will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders of South Oakleigh College will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child related work are required to comply with the Code of Conduct by observing expectations for

appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

Acceptable Behaviours

As staff, volunteers, contractors, and any other member of the school community involved in child related work individually, we are responsible for supporting and promoting the safety of students by:

- Always upholding the school's statement of commitment to child safety
- Treating children and families in the school community with respect both within the school environment and outside the school environment as part of normal social and community activities.
- Listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students
- Promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds
- Promoting the safety, participation and empowerment of students with a disability • reporting any allegations of child abuse or other child safety concerns to a member of the College's Principal Class and/or Wellbeing Coordinator
- Understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- If child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable Behaviours

As staff, volunteers, contractors, and any other member of the school community involved in student related work we must not:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)
- Exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- Ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- Discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- Communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities or where there is a safety

concern or other urgent matter

- Photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes
- In the school environment or at other school events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances.

POLICY

Strategies to embed a child safe culture

South Oakleigh College's culture encourages staff, students, parents and the school community to raise, discuss and scrutinise child safety concerns. This makes it more difficult for abuse to occur and remain hidden.

All child safety documents, including this policy, the [Child Safety Code of Conduct](#), the school's Child Safety [Responding and Reporting Obligations \(including Mandatory Reporting\) Policy and Procedures](#), [Identifying and Responding to All Forms of Abuse in Victorian Schools](#) and the [Four Critical Actions for Schools](#) are readily available online on our website and in hard copy from the College's reception for all staff and students to read at any time.

Child safety is everyone's responsibility. **All school staff** are required to:

- Act in accordance with the school's Child Safety Code of Conduct, which clearly sets out the difference between appropriate and inappropriate behaviour
- Act in accordance with the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures at all times, including following the [Four Critical Actions for Schools](#) where necessary
- Undertake annual guidance and training on child safety
- Act in accordance with their legal obligations, including:
 - Failure to disclose offence (applies to all adults)
 - Duty of care (applies to all school staff)

- Mandatory reporting obligations (applies to all mandatory reporters, including teachers, principals, registered psychologists, members of school council and registered doctors and nurses)
- Failure to protect offence (applies to a person in a position of authority within the school)
- Reportable conduct obligations (applies to all school staff in reporting conduct to the principal, and applies to the principal in reporting to Employee Conduct Branch)
- Organisational duty of care (applies to the school as an organisation)
- For more information on these obligations, see [Identifying and Responding to All Forms of Abuse in Victorian Schools](#).

As part of South Oakleigh College's child safe culture, **school leadership** (including the principal and assistant principals) will:

- Consider the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable, when implementing the Child Safe Standards
- Ensure that child safety is a regular agenda item at school leadership meetings and staff meetings
- Encourage and enable staff professional learning and training to build deeper understandings of child safety and prevention of abuse
- Ensure that no one is prohibited or discouraged from reporting an allegation of child abuse to a person external to the school or from making records of any allegation.
- Ensure South Oakleigh College Human Resource and Recruitment Practices provide clear guidelines and procedures for managing recruitment, training and supervision of personnel
- Ensure the South Oakleigh College will publish and display our expectations with respect to child safety (e.g website, Compass Newsfeed, Newsletter)
- Oversee the strategies to inform homestay hosts and international students of their understanding and obligations in accordance to child safe practices and mandatory reporting

As part of South Oakleigh College's child safe culture, **school mandatory reporting staff** are required to:

- Complete the [Protecting Children – Mandatory reporting and other obligations](#) online module every year
- Read the school's Child Safety Code of Conduct on induction, and maintain familiarity with that document
- Read the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures on induction, and maintain familiarity with that document
- Read the school's Child Safety Policy (this document) on induction, and maintain familiarity with that document.

As part of South Oakleigh College's child safe culture, in performing the functions and powers given to them under the *Education and Training Reform Act 2006*, **school councils and school council members** will:

- Ensure that child safety is an agenda item at school council meetings once per term
- Consider the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable, when making decisions regarding the Child Safe Standards

- Undertake annual guidance and training on child safety, such as the [Child Safe Standards School Council Training PowerPoint](#).
- Approve the Child Safety Code of Conduct to the extent that it applies to school council employees and members, and if updated, note the new document in its school council meeting minutes
When hiring employees, ensure that selection, supervision and management practices are child safe (unless delegated to the principal).

As part of South Oakleigh College's child safe culture, **the transition work** will:

- Support students transitioning into South Oakleigh College by including induction and orientation programs, careers and pathways support, allocate support staff for students with special needs and wellbeing referrals transferred
- Support our Year 7 cohort by organising a transition program including information sessions, orientation day and coordinating transition strategies with local primary schools
- Provide a tailored orientation and transition program for all international students and homestay hosts, provide welfare checks, and access translation and interpretive services as required

As part of South Oakleigh College's child safe culture, **students** will:

- Be encouraged to openly discuss any concerns to child safety
- Have communicated child safe and appropriate and inappropriate behaviours
- Be informed of where, how and to who report incidents of abuse

School leadership will maintain records of the above processes.

ROLES AND RESPONSIBILITIES

School leaders 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 Child Safety Code of Conduct, which sets out clearly the difference between appropriate and inappropriate behaviour.

Specific child safety responsibilities:

- At South Oakleigh College, the Student Wellbeing Coordinator takes the responsibility of the Child Safety Officer
- Assistant Principal along with the Child Safety Officer is responsible for reviewing and updating the Child Safety Policy every 2 years
- The Child Safety Officer along with the Assistant Principal is responsible for monitoring the school's compliance with the Child Safety Policy. The school community should approach the Child Safety Officer if they have any concerns about the school's compliance with the Child Safety Policy
- The Child Safety Officer is responsible for informing the school community about this policy, and making it publicly available.
- The International Student Coordinator is responsible for monitoring the homestay and international student wellbeing

- Other specific roles and responsibilities are named in South Oakleigh College's other child safety policies and procedures, including the Child Safety Code of Conduct, Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, and risk assessment register.

Recruitment

South Oakleigh College follows the Department's Recruitment in Schools guide to ensure child safe recruitment practices, available on the [Department's website](#).

All prospective volunteers are required to maintain a valid Working with Children Check.

Referee checks will be conducted to ensure that the prospective employee is suitable to work with children.

Training and supervision

Training and education is important to ensure that everyone in the school understands that child safety is everyone's responsibility.

Our school culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in coming forward with any allegations or suspicions of child abuse or child safety concerns. We train our staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse. This training occurs annually or more often as required.

We also support our staff and volunteers through ongoing supervision to develop their skills to protect children from abuse, to promote the cultural safety of Aboriginal and Torres Strait Islander children and children from linguistically and/or diverse backgrounds, and the safety of children with a disability and vulnerable children.

New employees and volunteers will be inducted into the school, including by being referred to the Child Safety Policy (this document), the Child Safety Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures on the school website and provided with a hard copy. They will also be supervised regularly to ensure they understand our school's commitment to child safety, and that their behaviour towards children is safe and appropriate. All employees of our school will be monitored and assessed via regular performance review to ensure their continuing suitability for child-connected work. Any inappropriate behaviour will be reported by school staff to the Principal, Assistant Principal or Student Wellbeing Coordinator and will be managed in accordance with [South Oakleigh College's Child Safety Responding and Reporting Obligations \(including Mandatory Reporting\) Policy and Procedures](#) where required.

Reporting a child safety concern or complaint

The school has clear expectations for all staff and volunteers (including homestay providers) in making a report about a child or young person who may be in need of protection. All staff (including school council employees) must follow the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, including following the [Four Critical Actions for Schools](#) if there is an incident, disclosure or suspicion of child abuse. Immediate actions should include reporting their concerns to DHHS Child Protection, Victoria Police and/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. A detailed report needs to be completed using the [Responding to Suspected Child Abuse template](#).

South Oakleigh College will never prohibit or discourage school staff from reporting an allegation of child abuse. The school will always take action to respond to a complaint in accordance with the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures. In

accordance with Action 4 of the Four Critical Actions for Schools, South Oakleigh College will provide ongoing support for students affected by child abuse.

The [Child Safety Responding and Reporting Obligations \(including Mandatory Reporting\) Policy and Procedures](#) can be found on the College website under “College Policies”.

Risk reduction and management

South Oakleigh College believes the wellbeing of children and young people is paramount, and is vigilant in ensuring proper risk management processes, found in the school’s risk assessment register. The school recognises there are potential risks to children and young people and will take a risk management approach by undertaking preventative measures.

We will identify and mitigate the risks of child abuse in school environments by taking into account the nature of each school environment, the activities expected to be conducted in that environment and the characteristics and needs of all children expected to be present in that environment.

South Oakleigh College monitors and evaluates the effectiveness of the actions it takes to reduce or remove risks to child safety, more information can be found in the school’s risk assessment register

Listening to, communicating with and empowering children

South Oakleigh 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 their responsibilities. Our school is committed to supporting and encouraging students to use their voice to raise and share their concerns with a trusted adult at any time of need. Students can access information on how to report abuse from the Student Wellbeing Office.

When the school is gathering information in relation to a complaint about alleged misconduct with or abuse of a child, the school will listen to the complainant’s account and take them seriously, check understanding and keep the child (and/or their parents/carers, as appropriate) informed about progress.

The school will promote the Child Safe Standards in ways that are readily accessible, easy to understand, and user-friendly to children, including:

- All of our child safety policies and procedures will be available for the students and parents at South Oakleigh College to read at School Reception and on our College website
- PROTECT Child Safety posters will be displayed across the school
- School newsletters will inform students and the school community about the school’s commitment to child safety, and strategies or initiatives that the school is taking to ensure student safety
- Child Safe information sessions re held for International Students
- Students are briefed about child safety at each House assembly at the beginning of each term
- Respectful Relationships curriculum is taught in the Health and PE curriculum
- Staff are regularly informed on the The Four Critical Actions
- Commitment to child safety statement and Four Critical Actions are published in staff chronicles
- Staff contribute to risk assessment and mitigation

The school will use its health and wellbeing programs to deliver appropriate education to its students about:

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

The Health Curriculum includes units of work on cyber safety, respectful relationships (including sexuality, domestic violence, bullying).

The wider College program includes wellbeing engagement activities for resilience, bullying, positive psychology/education

Communications

This school is committed to communicating our child safety strategies to the school community through:

- Ensuring that the Child Safety Policy (this document), Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedure are available on the school website
- Once per term reminders in the school newsletter of our school's commitment to child safety
- Ensuring that child safety is a regular agenda item at school leadership meetings and staff meetings for discussion
- New staff are trained in Childsafe – including the Code of Conduct, Policy, Responding to critical incidences
- Handbooks and Staff Induction books contain: Child Safe Policy/Commitment to Child Safety Statement, Child Safety Code of Conduct
- Volunteer induction processes
- Protect Posters placed in student areas and staff rooms around the school

Confidentiality and privacy

This school collects, uses and discloses information about particular children and their families in accordance with Victorian privacy law. The principles regulating the collection, use and storage of information is included in the Department of Education and Training's [Schools' Privacy Policy](#).

RELATED POLICIES AND DOCUMENTS

Related policies and documents include:

- [Code of Conduct](#)
- [Child Safety Responding and Reporting Obligations \(including Mandatory Reporting\) Policy and Procedures](#)
- Child Safe Risk assessment register
- [Identifying and Responding to All Forms of Abuse in Victorian Schools](#)
- [Four Critical Actions for Schools](#)
- [Recording your actions: Responding to suspected child abuse – A template for Victorian schools](#)
- [Identifying and Responding to Student Sexual Offending](#)
- [Four Critical Actions for Schools: Responding to Student Sexual Offending](#)
- [School Policy and Advisory Guide – Duty of Care](#)
- [School Policy and Advisory Guide – Child Protection Reporting Obligations.](#)

Policy evaluation and review

To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 2 years. The review will include input from students, parents/carers and the school community.

REVIEW CYCLE

School Principal: Helen Koziaris

Date of last review: June 2020