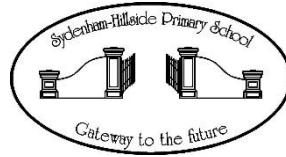


Sydenham-Hillside Primary School No3559



Child Safety Policy

Introduction

At **Sydenham-Hillside Primary School** we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our school. We have a commitment to zero tolerance of child abuse. Sydenham Hillside is committed to providing a child safe environment where children and young people feel safe, and their voices are heard when decisions are made that affect their lives. We are committed to the cultural safety of Aboriginal and Torres Strait islander children, culturally and/or linguistically diverse backgrounds and to provide a safe environment for children with a disability. Our commitment is drawn from the school values and inherent in the teaching and learning across the school. We have legal and moral obligations, which we follow rigorously, to contact authorities when we are concerned about a child's safety.

Purpose

The purpose of this policy is to demonstrate the strong commitment of **Sydenham-Hillside Primary School** to the care, safety and wellbeing of all students at our school. It provides an outline of the policies, procedures and strategies developed to keep students safe from harm, including all forms of abuse in our school environment, on campus, online and in other locations provided by the school.

This policy takes into account relevant legislative requirements within the state of Victoria, including the specific requirements of the Victorian Child Safe Standards as set out in **Ministerial Order No. 870**. To implement the minimum standards in accordance with the order, school governing authorities must:

- Take account of 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.
- Make reasonable efforts to accommodate such diversity.

This policy applies to school staff, including school employees, volunteers, contractors and school chaplains adhering to the following standards.

- Standard 1: Strategies to embed an organisation culture of child safety
- Standard 2: A child safety policy or statement of commitment to child safety
- Standard 3: A child Safety code of conduct
- Standard 4: Screening , supervision training and other human resource practices that reduce the risk of child abuse
- Standard 5: Procedures for responding and reporting suspected child abuse
- Standard 6: Strategies to identify and reduce or remove risks of child abuse
- Standard 7: strategies to promote child participation and empowerment

Principles

We have a moral and legal responsibility to create nurturing school environments where children and young people are respected, their voices are heard and they are safe and feel safe.

The following principles underpin our commitment to child safety at Sydenham-Hillside Primary School

- All students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect.
- Our school works in partnership with families and the community to ensure that they are engaged in decision-making processes, particularly those that have an impact on child safety and protection.
- All students have the right to a thorough and systematic education in all aspects of personal safety, in partnership with their parents/guardians/caregivers.
- All adults in our school, including teaching and non-teaching staff, volunteers, and contractors, have a responsibility to care for children and young people, to positively promote their wellbeing and to protect them from any kind of harm or abuse.
- 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 compliance with legislative requirements and cooperation with government, the police and human services agencies.
- All persons involved in situations where harm is suspected or disclosed must be treated with sensitivity, dignity and respect.
- Staff, volunteers, contractors, parents and students should feel free to raise concerns about child safety, knowing these will be taken seriously by school leadership.
- 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.

Definitions used in this Policy

Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to the child at risk of child abuse, and responding to incidents or allegations of child abuse. (Ministerial Order No. 870)

Child: A child or a young person enrolled as a student at the school.

Child abuse includes any act committed against a child involving:

- a sexual offence
- an offence under section 49B(2) of the **Crimes Act 1958** (grooming)
- the infliction, on a child, of physical violence, serious emotional or psychological harm or serious neglect of a child. (**Ministerial Order No. 870**)

Child neglect: The failure by a parent or caregiver to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and wellbeing. (**Safe Schools Hub**)

Child physical abuse: Generally, child physical abuse refers to the non-accidental use of physical force against a child that results in harm to the child. Physically abusive behaviours include shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling and poisoning. The fabrication or induction of an illness by a parent or carer (previously known as Munchausen syndrome by proxy) is also considered physically abusive behaviour. (**Safe Schools Hub**)

Child protection: Statutory services designed to protect children who are at risk of serious harm. (**Safe Schools Hub**)

Child sexual abuse: Any sexual activity between a child under the age of consent (16) and an adult or older person (i.e. a person five or more years older than the victim) is child sexual abuse. Child sexual abuse can also be:

- any sexual behaviour between a child and an adult in a position of power or authority over them (e.g. a teacher); the age of consent laws do not apply in such instances due to the strong imbalance of power that exists between young people and authority figures, as well as the breaching of both personal and public trust that occurs when professional boundaries are violated
- any sexual behaviour between a child and an adult family member, regardless of issues of consent, equality or coercion
- sexual activity between peers that is non-consensual or involves the use of power or coercion
- non-consensual sexual activity between minors (e.g. a 14-year-old and an 11-year-old), or any sexual behaviour between a child and another child or adolescent who, due to their age or stage of development, is in a position of power, trust or responsibility over the victim. Sexual activity between adolescents at a similar developmental level is not considered abuse. **(Safe Schools Hub)**

Mandatory Reporting: The legal requirement to report suspected cases of child abuse and neglect is known as mandatory reporting. Mandated persons include teachers, nurses, police, psychologists, psychiatrists and medical practitioners. **(Safe Schools Hub)**

Reasonable Belief: When staff are concerned about the safety and wellbeing of a child or young person, they must assess that concern to determine if a report should be made to the relevant agency. This process of considering all relevant information and observations is known as forming a 'reasonable belief'. A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof but is more than mere rumour or speculation. A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds.

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). **(Ministerial Order No. 870)**

School staff means 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)

Policy Commitments

All students enrolled at **Sydenham-Hillside Primary School** have the right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we do not and will not tolerate child abuse. We aim to create a child-safe and child-friendly environment where children are free to enjoy life to the full without any concern for their safety. There is particular attention paid to the most vulnerable children, including Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, and children with a disability.

Our commitment to our students

- We commit to the safety and wellbeing of all children and young people enrolled in our school.
- We commit to providing children and young people with positive and nurturing experiences.
- We commit to listening to children and young people and empowering them by taking their views seriously, and addressing any concerns that they raise with us.
- We commit to taking action to ensure that children and young people are protected from abuse or harm.
- We commit to teaching children and young people the necessary skills and knowledge to understand and maintain their personal safety and wellbeing.
- We commit to seeking input and feedback from students regarding the creation of a safe school environment.

Our commitment to parents and carers

- We commit to communicating honestly and openly with parents and carers about the wellbeing and safety of their children.
- We commit to engaging with, and listening to, the views of parents and carers about our child-safety practice, policies and procedures.
- We commit to transparency in our decision-making with parents and carers where it will not compromise the safety of children or young people.
- We commit to acknowledging the cultural diversity of students and families, and being sensitive to how this may impact on student safety issues.
- We commit to continuously reviewing and improving our systems to protect children from abuse.

Our commitment to our school staff (school employees, volunteers and contractors)

- We commit to providing all **Sydenham-Hillside Primary School** staff with the necessary support to enable them to fulfil their roles. This will include regular and appropriate learning opportunities.
- We commit to providing regular opportunities to clarify and confirm policy and procedures in relation to child safety and young people's protection and wellbeing. This will include annual training in the principles and intent of the Child Safety Policy and Child Safety Code of Conduct, and staff responsibilities to report concerns.
- We commit to listening to all concerns voiced by Sydenham-Hillside Primary School staff, volunteers, and contractors about keeping children and young people safe from harm.
- We commit to providing opportunities for Sydenham-Hillside Primary School employees, volunteers and contractors to receive formal debriefing and counselling arising from incidents of the abuse of a child or young person.

Responsibilities and Organisational Arrangements

Everyone employed or volunteering at Sydenham-Hillside Primary School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all students is at the forefront of all they do and every decision they make. (CECV Commitment Statement to Child Safety)

The school has allocated roles and responsibilities for child safety as follows.

Guide to Responsibilities of School Leadership

The principal, the school governing authority and school leaders at **Sydenham-Hillside Primary School** recognise their particular responsibility to ensure the development of preventative and proactive strategies that promote a culture of openness, awareness of and shared responsibility for child safety. Responsibilities include:

- creating an environment for children and young people to be safe and to feel safe
- upholding high principles and standards for all staff, volunteers, and contractors
- promoting models of behaviour between adults and children and young people based on mutual respect and consideration
- ensuring thorough and rigorous practices are applied in the recruitment, screening and ongoing professional learning of staff
- ensuring that school personnel have regular and appropriate learning to develop their knowledge of, openness to and ability to address child safety matters
- providing regular opportunities to clarify and confirm legislative obligations, policy and procedures in relation to child and young people's protection and wellbeing
- ensuring the school meets the specific requirements of the Victorian Child Safe Standards as set out in **Ministerial Order No. 870**.

Guide to Responsibilities of School Staff

Responsibilities of school staff (school employees, volunteers, contractors) include:

- treating children and young people with dignity and respect, acting with propriety, providing a duty of care, and protecting children and young people in their care
- following the legislative and internal school processes in the course of their work, if they form a reasonable belief that a child or young person has been or is being abused or neglected
- providing a physically and psychologically safe environment where the wellbeing of children and young people is nurtured
- undertaking regular training and education in order to understand their individual responsibilities in relation to child safety and the wellbeing of children and young people
- assisting children and young people to develop positive, responsible and caring attitudes and behaviours which recognise the rights of all people to be safe and free from abuse
- following the school's Child Safety Code of Conduct.

Organisational Arrangements

- Principal class to oversee compliance relating to Child Safety Standards
- *The school has a Student Wellbeing Team responsible for incorporating child safety standards and programs into the curriculum.*

Student Safety and Participation

At **Sydenham-Hillside Primary 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 teach students about what they can do if they feel unsafe and enable them to understand, identify, discuss and report on child safety. We listen to and act on any concerns students, or their parents or carers, raise with us.

Reporting and Responding

Our school records any child safety complaints, disclosures or breaches of the Child Safety Code of Conduct, and stores the records in accordance with security and privacy requirements. Our school complies with legal obligations that relate to managing the risk of child abuse under the *Children, Youth and Families Act 2005* (Vic.), the *Crimes Act 1958* (Vic.) and the recommendations of the **Betrayal of Trust** report.

Child protection reporting obligations fall under separate pieces of legislation with differing reporting requirements.

Our school's **Child Protection – Mandatory Reporting Policy**, sets out the actions required under the relevant legislation when there is a reasonable belief that a child at our school is in need of protection or a criminal offence has been committed, and provides guidance and procedures on how to make a report.

Our policy assists staff, volunteers and families to:

- identify the indicators of a child or young person who may be in need of protection
- understand how a 'reasonable belief' is formed
- make a report of a child or young person who may be in need of protection
- comply with mandatory reporting obligations under child protection law and their legal obligations relating to criminal child abuse and grooming under criminal law.

Our school has also established internal processes to ensure that appropriate action is taken to respond to concerns about the wellbeing and/or safety of a student.

Mandated Staff must report concern to Principal class officers responsible for responding to any complaints made by staff, volunteers, parents or students in relation to child safety.

Principal class officers support staff in making notifications 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.

Refer to the Mandatory reporting Policy and our complaints and disclosure processes outlined and detailed in the following policies and procedures:

- *Grievance and Complaints Procedures*
- *Mandatory reporting policy*

Screening and Recruitment of School Staff

Sydenham-Hillside Primary School will apply thorough and rigorous screening processes in the recruitment of employees and volunteers involved in child-connected work. Our commitment to child safety and our screening requirements are included in all advertisements for such employee, contractor and volunteer positions, and all applicants are provided with copies of the school's Child Safety Code of Conduct and the Child Safety Policy.

When recruiting and selecting employees, contractors and volunteers involved in child-connected work, we make all reasonable efforts to:

- confirm the applicant's Working with Children Check and National Police Check status and/or professional registration (as relevant)
- obtain proof of personal identity and any professional or other qualifications
- verify the applicant's history of work involving children
- obtain references that address the applicant's suitability for the job and working with children.

We have processes for monitoring and assessing the continuing suitability of school staff to work with children, including regular reviews of the status of Working with Children Checks and staff professional registration requirements such as Victorian Institute of Teaching (VIT) registration.

Child Safety – Education and Training for School Staff

Sydenham-Hillside Primary School provides employees and volunteers with regular and appropriate opportunities to develop their knowledge of, openness to and ability to address child safety matters. This includes induction, ongoing training and professional learning to ensure that everyone understands their professional and legal obligations and responsibilities, and the procedures for reporting suspicion of child abuse and neglect.

Risk Management

At Sydenham-Hillside we are committed to proactively and systematically identifying and assessing risks to student safety across our whole school environment, and reducing or eliminating (where possible) all potential sources of harm. We document, implement, monitor and periodically review our risk management strategies for child safety and ensure that the strategies change as needed and as new risks arise.

The schools risk management includes:

- The child safety code of conduct- outlining acceptable and unacceptable behaviour with respect to child safety and child abuse.
- Screening as a part of staff recruitment
- Working with children checks, police record checks and reference checks
- Supervision of children during recess and lunch breaks as well as 15 minutes before and after school.
- ICT acceptable use agreements for students
- Supervision of student internet usage
- Protocols to ensure students do not move around the school individually during class time
- Out of bounds areas in the school to ensure that children are not placed at risk
- Staff and volunteer training
- Monitoring of visitors, staff, volunteers and contractors
- Training modules- e learning mandatory reporting modules

Risk management strategies have been developed within the following school policies:

- *Mandatory reporting policy*

- *Student engagement policy*
- *Duty of care policy*

Relevant Legislation

- *Children, Youth and Families Act 2005* (Vic.)
- *Working with Children Act 2005* (Vic.)
- *Education and Training Reform Act 2006* (Vic.)
- *Equal Opportunity Act 2010* (Vic.)
- *Privacy Act 1988* (Cth)
- *Crimes Act 1958* (Vic.) – Three new criminal offences have been introduced under this Act:
 - a. **Failure to disclose offence:** Any adult who forms a reasonable belief that a sexual offence has been committed by an adult against a child under 16 has an obligation to report that information to police. Failure to disclose the information to police is a criminal offence.
 - b. **Failure to protect offence:** The offence will apply where there is a substantial risk that a child under the age of 16 under the care, supervision or authority of a relevant organisation will become a victim of a sexual offence committed by an adult associated with that organisation. A person in a position of authority in the organisation will commit the offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
 - c. **Grooming offence:** This offence targets predatory conduct designed to facilitate later sexual activity with a child. Grooming can be conducted in person or online, for example via interaction through social media, web forums and emails.

School Policies

- ***Mandatory Reporting Policy- Reporting Obligations***
- ***ICT Policy***
- ***Responsible Use of Social Media Policy***
- ***Student Supervision Policy***
- ***Volunteer's Policy***
- ***Grievance and Complaints Procedures***

Breach of Policy

Where an **employee** is suspected of breaching any obligation, duty or responsibility within this Policy, Sydenham-Hillside Primary School may start the process under clause 13 of the *Victorian Catholic Education Multi Enterprise Agreement 2013* (VCEMEA) for managing employment concerns. This may result in disciplinary consequences.

Where the **Principal** is suspected of breaching any obligation, duty or responsibility within this policy, the concerned party is advised to contact the parish priest or the employer. Relevant notification should also be made to Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation).

Where any **other member of the school community** is suspected of breaching any obligation, duty or responsibility within this policy, the school is to take appropriate action, including in accordance with: ***Child Protection – Reporting Obligations, Complaints Resolution Policy*** and/or contact Conduct and Ethics (DET)

Review of this Child Safety Policy

At **Sydenham-Hillside Primary School** we are committed to continuous improvement of our child safety systems and practices. We intend this policy to be a dynamic document that will be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance.

Further information and Resources

DET: <http://www.education.vic.gov.au/school/principals/spag/safety/pages/dutyofcare.aspx>

Safe Schools Hub 2014, ***National Safe Schools Framework Glossary***, Australian Government Department of Education and Training.

State of Victoria 2016, ***Child Safe Standards – Managing the Risk of Child Abuse in Schools: Ministerial Order No. 870***, Education & Training Reform Act 2006, Victorian Government Gazette No. S2.

Victorian Government Department of Justice 2016, ***Betrayal of Trust Implementation***.

This policy has been ratified by School Council on 17/09/2020

Principal

School Council President

Appendix A: Child Safety Code of Conduct

Sydenham Hillside Primary School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and has a responsibility for ensuring our school is safe, supportive and an enriching environment.

At Sydenham-Hillside Primary School we expect our community, school employees, volunteers and contractors to proactively ensure the safety of students at all times and to take appropriate action if there are concerns about the safety of any child at the school.

This code of conduct aims to protect children and reduce opportunities of child abuse or harm to occur. It also assists in understanding how to avoid or manage risky behaviours and situations. It is intended to compliment child protection legislation, DET and school policies and procedures, professional standards, codes of ethics as they apply to staff and other personnel.

All school staff, contractors, volunteers and any other member of the school community involved in related work are required to comply with the Code of conduct by observing expectations for appropriate behaviour below. In addition they must remain familiar with the relevant laws, the code of conduct, and policies and procedures in relation to child protection and to comply with all requirements.

Our Code also protects school staff through clarification of acceptable and unacceptable behaviour.

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 safety of children by:

- upholding the school's statement of commitment to child safety at all times and adhere to the school's child safety policy
- treating students and families in the school community with respect both within and outside school environment
- listening and responding to the views and concerns of students, particularly if they are disclosing information about abuse to them or another student
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander backgrounds
- promoting the cultural safety, participation and empowerment of students with culturally and /or linguistically diverse backgrounds
- promoting the cultural safety, participation and empowerment of students with a disability
- reporting any allegations of child abuse or other child safety concerns to the school leadership team
- mandatory reporting as they relate to protecting children from harm or abuse
- Making reasonable efforts to ensure as quickly as possible that students are safe and protected from harm if there is reasonable belief of child abuse.

Unacceptable Behaviours

As staff, volunteers, contractors and any other member of the school community involved in child 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 of grooming behaviour
- 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
- Treat a child favourably 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 extracurricular 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 or take illicit drugs under any circumstances.