

Taylors Hill Primary School

Child Safety Policy

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1. Introduction

Taylors Hill Primary School is a school where students are consistently exposed to explicit teaching, authentic learning, and high expectations. Students are challenged, excited, curious and engaged. They are given the skills to take responsibility for their own learning.

Taylors Hill Primary School is committed to the principles of democratic decision-making, the provision of a stimulating learning environment, contemporary teaching strategies, assessment and reporting and on-going review and evaluation. The school aims to cater for the needs, abilities, talents and interests of all students in a secure, caring and stimulating environment. Academic success and personal development demands a high level of self-discipline and respect for learning which teachers encourage, nurture and expect.

2. Purpose and Scope

The Child Safety policy sets out the school's approach to creating 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.

All staff, volunteers, contractors and whether or not they work in direct contact with children or young people, across a range of school forums (e.g. camps, online) and outside of school hours.

Policies and procedures outlining our school's approach to the Child Safe Standards are outlined below.

3. Statement of Commitment and Principles

At Taylors Hill Primary School, we have a moral and legal responsibility to create a nurturing school environment where children and young people are respected, their voices are heard and they are safe and feel safe. We have developed a Statement of Commitment to Child Safety.

4. A child safe culture

The culture at Taylors Hill Primary School encourages staff to raise, discuss and scrutinise concerns making it more difficult for abuse to occur and remain hidden. The school's plan for creating a child safe culture can be found in the following school policy/ies

4.1 THPS Child Safety Code of Conduct

School leaders and managers 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 Taylors Hill Primary School Code of Conduct which sets out clear differences between appropriate and inappropriate behaviour.

4.2 Human resources practises and training

Taylors Hill Primary 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 undergo National Criminal History Records check and maintain a valid Working with Children Check. All staff are required to meet the professional registration requirements of the Victorian Institute of Teaching (VIT)

4.3 Reporting a child safety concern or complaint

Taylors Hill Primary School has clear expectations for staff and volunteers in making a report about a child or young person who may be in need of protection. Immediate action should include notifying the principal or a member of the school leadership team to seek support and notify the DHHS Child Protection or another appropriate agency. The school will take action to respond to a complaint.

The Taylors Hill Primary School's policy and procedures for reporting a child safety concern or complaint can be found in the accompanying school policy/ies.

4.4 Risk reduction and management

Taylors Hill Primary School believes the wellbeing of children and young people is paramount and is vigilant in ensuring proper risk management processes. The school recognises there are potential risks to children and young people and will take a risk management approach by undertaking preventative measures.

The school's approach to Child Safety risk reduction and management can be found in the accompanying school policy/ies.

4.5 Listening to children

Taylors Hill Primary School 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.

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 of things and take them seriously, check understanding and keep the child (or their parents/carers) informed about progress.

4.6 Confidentiality and privacy

Taylors Hill Primary 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 School Privacy Policy.

5 Policy Review and Evaluation

To ensure ongoing relevance and continuous improvement, this policy will be reviewed in the context of school self-evaluation undertaken as part of the school accountability framework. The review will include input from students, parents/carers and the school community.

6 Definitions

Ministerial Order 870 provides definitions, including:

Child Abuse

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
 - serious emotional or psychological harm
 - serious neglect of a child

Child-connected work

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

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 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

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)
- a minister of religion

7. Related Policies and Relevant Legislation

7.1 Department of Education Policies

- Police and DHS Interviews
<http://www.education.vic.gov.au/school/principals/spag/safety/Pages/interviews.aspx>
- Responding to Student Sexual Assault
<http://www.education.vic.gov.au/school/principals/spag/safety/Pages/sexualassault.aspx>

7.2 School Policies

<i>1 to 1 device program policy</i>	<i>Duty of care policy</i>	<i>Media photo policy</i>
<i>Addressing community concerns and complaints</i>	<i>Distribution of medication policy and procedures</i>	<i>On-site supervision policy and procedures</i>
<i>Anaphylaxis management policy</i>	<i>Emergency management process 2016</i>	<i>Policy development and implementation policy</i>
<i>Behaviour management processes</i>	<i>Enrolment policy</i>	<i>Reporting to parents policy</i>
<i>Bullying and harassment policy and procedures</i>	<i>First aid policy</i>	<i>Student engagement and wellbeing policy</i>
<i>Camps and excursion policy</i>	<i>Health care policy</i>	<i>Visitors policy</i>
<i>Care arrangements for ill students policy and procedures</i>	<i>ICT security policy</i>	<i>Working with children card policy</i>
<i>Communication policy</i>	<i>Internet use policy</i>	
<i>Curriculum and student learning policy</i>	<i>Mandatory reporting policy and procedures</i>	

7.3 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)
- <http://www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/betrayal+of+trust+implementation> for further information
- *Crimes Act 1958* (Vic.) – Three new criminal offences have been introduced under this Act:
 - 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.
 - 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.
 - 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.

8. References and Resources

- Responding to allegations of student sexual assault
<https://www.education.vic.gov.au/school/principals/spaq/safety/Pages/sexualassault.aspx#1>
- National Safe Schools Framework <https://studentwellbeinghub.edu.au/educators/national-safe-schools-framework/#/>
- The resources available on the Student Wellbeing Hub help to create learning communities that promote student wellbeing and the development of respectful relationships. The Hub is guided by the principles of the National Safe Schools Framework, which highlight the importance of educators, parents and students working together.
<https://studentwellbeinghub.edu.au/?origin-host=www.safeschoolshub.edu.au>
- 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](#).
- Victorian Institute of Teaching For Victorian Teaching Profession Codes of Conduct and Ethics and information about employee responsibilities to report action against registered teachers in response to allegations and concerns about registered teachers
<https://www.vit.edu.au/>
Watch the Minister for Education's video message on the implementation of child safe standards <https://www.vit.vic.edu.au/news/news/2016/child-safe-standards>
- Child Safety Toolkit, 2018 How to create a child safe organisation
https://www.communitydirectors.com.au/files/ICDA/child_safety_toolkit_2018.pdf
- Victorian Registration and Qualification Authority (2016) Information Sheet. CHILD SAFE STANDARD 2: A child safety policy or a statement of commitment to child safety
https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard2_FactSheet_ChildSafetyPolicy.pdf
- Commission for Children and Young People (2015) A Guide For Creating A Child Safe Organisation, Version 2.0.
<http://liveperformance.com.au/sites/liveperformance.com.au/files/resources/creating-a-childsafe-organisation-guide.pdf>
- A step-by-step guide to making a report to Child Protection or Child FIRST [a step-by-step guide to making a report to Child Protection or Child FIRST](#)
- [Protecting the safety and wellbeing of children and young people](#) A joint protocol of the Department of Human Services Child Protection, Department of Education and Early Childhood Development, Licensed Children's Services and Victorian Schools
- Protecting Children - Mandatory Reporting and Other Obligations - elearning module
[Protecting Children - Mandatory Reporting and Other Obligations](#)

SERVICES

There are services that can be contacted to access more information, and in some cases, to speak to somebody about your concerns:

- If you need to report an incident of child abuse or neglect, please refer to the [Reporting Abuse and Neglect: State and Territory Departments Responsible for Protecting Children](#).
- [Kids Helpline https://kidshelpline.com.au/](https://kidshelpline.com.au/) 1800 551 800 free, private and confidential phone and online counselling 24 hours a day 7 days a week.
- [Headspace \(National Youth Mental Health Foundation\)](#) – 1800 650 890
Headspace can help if you are aged 12 or over and you are going through a tough time. You can talk to someone at Headspace on the phone, online or in person.
- [Victorian Centres against Sexual Assault](#) – 1800 806 292
Victorian Centres against Sexual Assault provide services to child and adult victims/survivors of sexual assault.
- [Create Foundation](#) – 1800 655 105
CREATE Foundation is the national consumer body representing the voices of children and young people with an out-of-home care experience
- [Youthlaw](#) – 03 9611 2412
Free and confidential legal advice.
- Victorian Registration and Qualifications Authority www.vrqa.vic.gov.au
- Department of Health and Human Services <http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/child-safe-standards>
- **Victoria Police**
Caroline Springs, 221 Caroline Springs Blvd, Caroline Springs VIC 3023, (03) 9361 4700
Melton, 243/243-245 Station Rd, Melton VIC 3337, (03) 9747 7999