

Newborough East Primary School has developed the following Child Safety Policy as an overarching document that provides key elements of our approach to protecting children from abuse, grooming and neglect.

This policy forms the foundation of the School's policy framework, procedures and practices, and ultimately the School's culture with respect to child safety. It is designed to be Newborough East Primary School's public statement of commitment to child safety and a demonstration of the School's leaders' commitment to champion child safety in our School.

This policy is reviewed at least annually, in light of experience, the effectiveness of procedures and the publication of relevant research.

This policy is published on our website, as well as communicated through other mediums such as newsletters, our annual report and in induction and welcome packs for staff, volunteers and contractors.

Policy Objectives

This policy provides the framework for:

- the development of work systems, practices, policies and procedures that promote child protection within the School; the creation of a positive and robust child protection culture; the promotion and open discussion of child protection issues within the School; and complying with all laws, regulations and standards relevant to child protection in Victoria.

This policy has been developed in accordance with Standard 2 of the Ministerial Order No. 870 - Child Safe Standards.

Statement of Commitment to Child Safety

Newborough East Primary School is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

Newborough East Primary School has zero tolerance of child abuse.

Newborough East Primary School is committed to providing a child safe environment (inclusive of physical and online environments) where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in Newborough East 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 children and young people is at the forefront of all they do and every decision they make.

In its planning, decision-making and operations Newborough East Primary School 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 issues;
8. Provide ongoing Professional learning to staff in the areas of Child Safety, Mandatory Reporting and building capacity to consult with Child Protection as required.
9. Where appropriate, invite professionals to deliver programs to students (i.e. Protective Behaviours).

Child Safe Values and Principles

Newborough East Primary School's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect children from abuse, grooming and neglect.

All children have the right to be safe.

The welfare and best interests of the child are paramount.

The views of the child and a child's privacy must be respected.

Clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct and Staff and Student Professional Boundaries Policy.

The safety of children is dependent upon the existence of a child safe culture.

Child safety awareness is promoted and openly discussed within our School Community.

Procedures are in place to screen the Principal, all Staff, Volunteers, Third Party Contractors and External Education Providers who have direct contact with, or work in close proximity to students on a regular basis.

Child safety and protection is everyone's responsibility.

Mandatory Reporting training is compulsory for all teaching staff and the Principal recommends that all non-teaching staff also complete this training.

Procedures for responding to alleged or suspected incidents of child abuse, grooming or neglect are simple and accessible for all members of the School community.

Children from culturally or linguistically diverse backgrounds have the right to special care and support including those who identify as Aboriginal or Torres Strait Islander.

Children who have any kind of disability have the right to special care and support.

Responsibilities

Child protection is everyone's responsibility. At Newborough East Primary School all members of Staff, Volunteer and Contractors have a shared responsibility for contributing to the safety and protection of children. Specific responsibilities include:

The Principal

The Principal is responsible, and will be accountable for, taking all practical measures to ensure that this Child Safety Policy is implemented effectively and that a strong and sustainable child safety environment is maintained.

School Child Safety Officer

A School Child Safety Officers has been nominated and receives additional specialised training with respect to child protection issues. They are the first point of contact for raising child protection concerns within the School. They are also responsible for championing child protection within the School and assisting in coordinating responses to child protection incidents.

Staff Members

All Staff are required to comply with our Child Safety Environment and their legal obligations with respect to the reporting of child abuse, grooming and neglect. Each current and new Staff member are required to sign a written statement indicating that they have read and acknowledged the School's Child Safety Policy and Child Safe Code of Conduct.

It is each individual's responsibility to be aware of key risk indicators of child abuse, grooming and neglect, to be observant, and to raise any concerns they may have relating to child abuse, grooming or neglect with the School's Child Safety Officer.

Volunteers

All Volunteers are required to comply with our Child Safety Environment and their legal obligations with respect to the reporting of child abuse, grooming and neglect.

Each current and new Direct Contact Volunteer is required to sign a written statement indicating that they have read and acknowledged the School's Child Safety Policy and Child Safe Code of Conduct.

It is each individual's responsibility to be aware of key risk indicators of child abuse, grooming and neglect, to be observant, and to raise any concerns they may have relating to child abuse with one the School's Child Safety Officer.

Contractors

All Contractors engaged by the School are responsible for contributing to the safety and protection of children in the College environment. Contractors will be made aware of Newborough East Primary School's commitment to Child Safety during an induction prior to the commencement of any work.

Contractors include, for example, maintenance and building personnel, consultants, casual teachers, tutors, and cleaners.

Reporting Concerns

Our Child Safety Responding and Reporting Policy and Procedure provides detailed guidance for all members of the School community as to how to identify key risk indicators of child abuse, grooming or neglect and how to report child protection concerns. It also contains detailed procedures with respect to the reporting of child abuse, grooming or neglect incidents to relevant external authorities.

All communications will be treated confidentially on a 'need to know basis', and can be made without fear of punishment or victimisation. Whenever there are concerns that a child is in immediate danger the Police should be called on 000.

If you have any questions regarding Newborough East Primary School's Child Safety Policy and how it applies to you, please contact the School Child Safety Officer.

REVIEW CYCLE

This policy was last approved by school council in May 2019 and is scheduled for review in May 2023.