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# **Child Protection- Child Safe Policy**

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## **Rationale:**

This policy was written to demonstrate the strong commitment of the whole school community of Glenrowan Primary School, 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.

## **Commitment to Child Safety:**

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.

## **Children's Rights to Safety and Participation:**

The staff and volunteers of Glenrowan Primary 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.

## **Valuing Diversity and Inclusion:**

We value and celebrate diversity, including 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 (CALD) 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

## **Recruiting Staff**

Glenrowan Primary School 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 ensure we obtain current Police Checks for Education Support staff and Working with Children Checks (WWCC) for all staff. Our commitment to Child Safety and our screening requirements will be included in all advertisements for staff positions.

**Volunteers:**

At Glenrowan Primary school volunteers assist in areas that are supervised by a staff member and require WWCC in situations deemed necessary, for example school camps and excursions.

**Supporting Staff and Volunteers:**

Glenrowan Primary School provides support and supervision to all staff and volunteers so people feel valued, respected, affirmed in their work and fairly treated.

The Principal has been appointed as the Child Safety Officer with specific responsibility for responding to any complaints made by staff, volunteers, parents or students in relation to Child Safety.

**Risk Management:**

Risk management is an approach that minimises the potential for child abuse or harm to occur. Our Emergency Management Plan outlines and details all aspects of risk across our whole school environment (on site and off site school activities) with specific activity risk assessments. In addition to our general Occupational Health and Safety (OH&S) risks, we proactively manage risks of abuse and harm to our students.

**Related Documentation:**

This policy should be read in conjunction with the other policies and procedures of Glenrowan Primary School.

**References:**

- Crimes Amendment (Protection of Children) Act 2014, online, [http://www.austlii.edu.au/au/legis/vic/num\\_act/caoca201436o2014417](http://www.austlii.edu.au/au/legis/vic/num_act/caoca201436o2014417)
- Children, Youth and Families Act (Vic) 2005
- Victorian Parliamentary Inquiry into the Handling of Child Sexual Abuse by Religious and Other Non-Government Organisations, Final Report, *Betrayal of Trust*, November 2013.

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<b>Author</b>	Kevin Hill
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<b>References</b>	