



Child Safety Policy

St Joseph's Primary School

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Authors: Principal, Leadership Team, Staff & Education Advisory Board

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1. Introduction

At **St Joseph's, Malvern** we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel.

The person of each individual human being, in his or her material and spiritual needs, is at the heart of Christ's teaching: that is why the promotion of the human person is the goal of the Catholic school (Congregation for Catholic Education 1997, n. 9).

While our **School Vision** is to instil the Gospel Values, in the tradition of the Catholic Church, as we develop caring and confident learners, equipped to be participants in a contemporary world, we at **St Joseph's, Malvern** also embrace our **mission** to provide:

- A safe, nurturing environment that develops each individual student spiritually, socially, emotionally, physically and academically
- A welcoming and inclusive learning community that recognises and respects each individual's unique qualities and heritage
- Opportunities to live out our faith through action
- An inclusive curriculum using innovative teaching strategies
- Developmental learning programs to challenge and actively involve all students
- Positive partnerships between school, home and Parish.

St Joseph's Malvern is for the human person and of human persons. 'The person of each individual human being, in his or her material and spiritual needs, is at the heart of Christ's teaching: (Congregation for Catholic education 1997, par. 9)

We at **St Joseph's Malvern**, therefore promote the dignity of children and young people and their fundamental right to be respected and nurtured in a safe school environment.

We have a moral, legal and mission-driven 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. This is particularly so for the most vulnerable children, including Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, and children with a disability.

While we embrace emerging thinking, evidence and practice, to eliminate the possibility of abuse occurring in the first place, our commitment at **St Joseph's Malvern** to children and young people makes us determined to take prompt action to have any allegations of abuse appropriately referred and investigated.

Active participation by school staff, our families and our community creates a child-safe school environment by ensuring the issues of understanding become effective practices in child safety and that identifying and responding to child harm is done in a transparent manner.

We commit to providing a safe and nurturing culture for all children and young people at **St Joseph's Malvern** by:

- Ensuring that the ongoing safety and wellbeing of all children and young people will be the primary focus of care and decision-making, with particular attention paid to the cultural safety of Aboriginal and Torres Strait Islander children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability
- Creating and maintaining a safe and nurturing culture. We will actively and continually develop and review all policies, processes and practices, informed by emerging thinking and evidence
- Empowering families, children, young people and staff to have a voice and raise concerns.
- Acting in partnership with families, to ensure children and young people are engaged and active participants in decision-making processes, particularly those that have an impact on their safety
- Taking the views of staff, children, young people and families seriously and ensuring that their concerns are addressed in a just and timely manner
- Providing children and young people with the necessary skills and knowledge to understand and maintain their personal safety and wellbeing
- Implementing rigorous risk-management and employment practices.
- Systematically and continually identifying and assessing risks to child safety and eliminating (where possible) or reducing all potential sources of harm
- Embedding effective risk management in school life through effective, transparent and well-understood policies, procedures and practices
- Employing highly competent and professional staff who are informed and challenged to maintain the safety of all students
- Upholding the high-quality of staff appointments through rigorous employment and staff review processes and practices
- Remaining abreast of current legislation and meeting our legislative duties to protect the safety and wellbeing of children and young people in our care, including the Victorian Child Safe Standards (Victorian Government 2016), mandatory reporting, grooming, failure to disclose and failure to protect requirements.

2. Purpose of the Policy

The purpose of this policy is to demonstrate the strong commitment of **St Joseph's, Malvern** 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](#).

This policy applies to school staff, including school employees, adult (18 years and older) volunteers, contractors and clergy.

3. Principles

At **St Joseph's School, Malvern** we have a moral, legal and mission-driven responsibility to create nurturing school environments where children and young people are respected, their voices are heard and they are safe and feel safe ([CECV Commitment Statement to Child Safety](#)).

We place an emphasis on the social-emotional and physical wellbeing of students to assist them to develop a positive sense of self and positive relationships with others.

The following principles underpin our commitment to child safety at St Joseph's, Malvern:

- All students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect
- We are committed to a shared ownership of teaching and learning between teachers, students and parents, and the promotion of a welcoming and inclusive community. 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, clergy, 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
- We believe in strengthening the professional learning culture in the school, with a commitment to continuous improvement in determining that policies and practices demonstrate compliance with legislative requirements and cooperation with the Church, governments, 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, clergy, adult 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.

4. Definitions used in this Policy

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

Child abuse includes:

- (a) any act committed against a child involving:
 - (i) a sexual offence
 - (ii) an offence under section 49B(2) of the **Crimes Act 1958** (grooming)
- (b) the infliction, on a child, of:
 - (i) physical violence
 - (ii) serious emotional or psychological harm
- (c) serious neglect of a child. ([Ministerial Order No. 870](#))

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. ([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) a campus of the school
- (b) online school environments (including email and intranet systems)
- (c) 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:

- (a) directly engaged or employed by a school governing authority
- (b) a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary)
- (c) a minister of religion. ([Ministerial Order No. 870](#))

5. Policy Commitments

All students enrolled at **St Joseph's, Malvern** 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

At *St Joseph's, Malvern* we commit to:

- (a) The safety and wellbeing of all children and young people enrolled in our school
- (b) Providing children and young people with positive and nurturing experiences
- (c) Listening to children and young people and empowering them by taking their views seriously, and addressing any concerns that they raise with us
- (d) Taking action to ensure that children and young people are protected from abuse or harm
- (e) Teaching children and young people the necessary skills and knowledge to understand and maintain their personal safety and wellbeing
- (f) Seeking input and feedback from students regarding the creation of a safe school environment.

Our commitment to parents and carers

At *St Joseph's, Malvern* we commit to:

- (a) Communicating honestly and openly with parents and carers about the wellbeing and safety of their children
- (b) Engaging with, and listening to, the views of parents and carers about our child-safety practice, policies and procedures
- (c) Transparency in our decision-making with parents and carers where it will not compromise the safety of children or young people
- (d) Acknowledging the cultural diversity of students and families, and being sensitive to how this may impact on student safety issues
- (e) Continuously reviewing and improving our systems to protect children from abuse.

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

At *St Joseph's Malvern* we commit to:

- (a) Providing all *St Joseph's, Malvern* staff with the necessary support to enable them to fulfil their roles which will include regular and appropriate learning opportunities
- (b) 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
- (c) Listening to all concerns voiced by *St Joseph's, Malvern* staff, clergy, volunteers, and contractors about keeping children and young people safe from harm
- (d) Providing opportunities for *St Joseph's Malvern* school employees, volunteers, contractors and clergy to receive formal debriefing and counselling arising from incidents of the abuse of a child or young person.

6. Responsibilities and Organisational Arrangements

Everyone employed or volunteering at *St Joseph's, Malvern* 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:

6.1 Guide to Responsibilities of School Leadership

The principal, school leaders and Education Advisory Board at **St Joseph's, Malvern** 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, clergy, 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](#).

6.2 Guide to Responsibilities of School Staff

Responsibilities of school staff (school employees, adult volunteers, contractors and clergy) 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.

6.3 Organisational Arrangements

A Child Safety Code of Conduct and Child Safety Policy are being formulated in consultation with Staff, the Education Advisory Board and communicated to the community. This will be accessible through our school website and will be referred to during induction of new staff and families. The

Wellbeing Leader with support from the Leadership Team will be reviewing existing policies and procedures aligned with the principles and values articulated in the St Joseph's Child Safety Policy. The policy will be reviewed and updated regularly to ensure the entire school community understands the expectations of the Child Safety procedures and practices at **St Joseph's, Malvern**.

7. Expectation of our School Staff – Child Safety Code of Conduct

At **St Joseph's, Malvern**, we expect school employees, volunteers, contractors and clergy (together, School Staff) 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. All School Staff must remain familiar with the relevant laws, the code of conduct, and policies and procedures in relation to child protection and comply with all requirements. We have developed a Child Safety Code of Conduct, which recognises the critical role that School Staff play in protecting the students in our care and establishes clear expectations of School Staff for ensuring appropriate behaviour with children, in order to safeguard them against abuse and or neglect.

Our Child Safety Code of Conduct also protects School Staff through clarification of acceptable and unacceptable behaviour.

8. Student Safety and Participation

At **St Joseph's, Malvern** 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. At **St Joseph's, Malvern** we encourage CircleTime on a bi-weekly basis to address concerns within the classroom and school setting. This is a non threatening forum for students to discuss any worries or concerns. We also have a Student Representative Council, where each class has two representatives. These students are a voice for their classes and are encouraged to bring any comments on interactions and concerns at regular meetings.

9. 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 – Reporting Policy** (Mandatory Reporting Policy) updated in February 2016 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.

St Joseph's, Malvern 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.

If there is 'reasonable belief' in relation to a child or young person's safety, the Mandatory Reporting Policy should be followed which clearly outlines procedures. This is located on the internal curriculum server under policies and displayed on our school website. Any staff member or member of the community who has any concerns in relation to the safety of students has a responsibility to report it to the Principal or Deputy Principal.

Our complaints and disclosure processes are outlined and detailed in the following policies and procedures:

- Mandatory Reporting Policy 2016
- Parent Grievances Policy 2015
- Workplace Equal Opportunity Policy 2014
- Parent/School Relationship Policy 2015

10. Screening and Recruitment of School Staff

St Joseph's, Malvern will apply thorough and rigorous screening processes in the recruitment of adult 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 adult 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.

11. Child Safety – Education and Training for School Staff

St Joseph’s, Malvern provides employees, adult volunteers, contractors and clergy 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.

12. Risk Management

At *St Joseph’s, Malvern* 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.

As a leadership Team in consultation with the staff, we will audit our school environment to identify possible risks and their potential source of harm. This will need to be followed up with delegation of responsibility and actions to eliminate the risk. This Risk Assessment will need to be carried out on a regular basis.

13. 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.

- i) [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.

14. Related Policies

14.1 Catholic Education Melbourne Policies

- [Policy 2.2: Guidelines Relating to the Employment of Staff](#) (currently under review)
- [Policy 2.19: Child Protection – Reporting Obligations](#)
- [Policy 2.19a: School Guidelines –Police and DHHS Interview Protocols](#)
- Policy 2.20: Misconduct Policy (withdrawn and currently under review)
- [Policy 2.26: Pastoral Care of Students in Catholic Schools](#)(currently under review)

14.2 School Policies

- *Annaphylaxis Policy 2014*
- *Behaviour Management Policy 2015*
- *Duty of Care Policy 2016*
- *Employment Collection Notice 2015*
- *Enrolment Policy 2013*
- *Feedback Policy 2014*
- *GAFE Collection Notice 2015*
- *Homework Policy 2015*
- *Internet/intranet & Social Media Policy 2015*
- *Occupational Health and Safety 2014*
- *PEAB Governance Policy 2014*
- *Parent Grievances Policy 2015*
- *Parent/School Relationship Policy 2015*
- *Personalised Learning Policy 2015*
- *Privacy Policy 2015*
- *Professional Learning Policy 2016*
- *Workplace Equal Opportunity Policy 2014 (Grievances Staff)*
- *Staff Values Statement 2015*
- *Student Wellbeing Policy 2015*
- *School Uniform Policy 2013*
- *Teaching and Learning Statement 2014*

15. Breach of Policy

Where an **employee** is suspected of breaching any obligation, duty or responsibility within this Policy, **St Joseph's, Malvern** 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. 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: **Mandatory Reporting Policy & Equal Opportunities Policy** and/or contact Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation).

16. Review of this Child Safety Policy

At **St Joseph's, Malvern** 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. We will maintain a history of updates to the policy.

History of Updates to Policy

Date	Comment (e.g. major review, minor review)
June 29 th 2016	Draft copy of Child Safety Policy
July 19 th 2016	1 st Amendments to Draft reviewed by Staff
July 27 th 2016	2 nd Amendements to Draft reviewed by the Education Board
Aug 1 st 2016	Final Amendments to Policy

17. References

Catholic Education Commission of Victoria Ltd (CECV) 2016, [*Commitment Statement to Child Safety: A safe and nurturing culture for all children and young people in Catholic schools.*](#)

Catholic Education Commission of Victoria Ltd (CECV) 2013, [*Victorian Catholic Education Multi Enterprise Agreement 2013*](#), CECV.

Congregation for Catholic Education 1997, [*The Catholic School on the Threshold of the Third Millennium*](#), Vatican.

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.*](#)