

## Berwick Chase Primary School Child Safe Policy



### Help for non-English speakers.

If you need help understanding this policy, please contact Berwick Chase Primary School on 9707 7799

### Child Safety and Wellbeing Policy

This policy is called the Child Safety and Wellbeing Policy to align with the title referenced in the Child Safe Standards and [Ministerial Order 1359](#)

#### Purpose

The Berwick Chase Primary School Child Safety and Wellbeing Policy demonstrates our school's commitment to creating and maintaining a child-safe and child-friendly organisation where children and young people feel safe.

This policy provides an overview of our school's approach to implementing [Ministerial Order 1359](#) (PDF, 363KB), which sets out how the Victorian Child Safe Standards apply in school environments.

It informs our school community of everyone's obligations to act safely and appropriately towards children and guides our processes and practices for the safety and well-being of students across all areas of our work.

#### Scope

This policy:

- This applies to all school staff, volunteers, and contractors, whether or not they directly contact students. It also applies to school council members where indicated.
- applies in all physical and online school environments used by students during or outside of school hours, including other locations provided by for a student's use (for example, a school camp) and those provided through third-party providers.
- should be read together with our other child safety and well-being policies, procedures, and codes—refer to the related school policies section below.

#### Definitions

The following terms in this policy have [specific definitions](#):

- child
- child safety
- child abuse
- child-connected work
- child-related work
- school environment.
- school boarding environment.

- school staff.
- school boarding premises staff.
- school governing authority.
- school boarding premises governing authority.
- student
- volunteer.

### Statement of commitment to child safety

Berwick Chase Primary School is a child-safe organisation that welcomes all children, young people, and their families.

We are committed to providing environments where our students feel safe, their participation is valued, their views are respected, and their voices are heard about decisions that affect their lives. Our child-safe policies, strategies, and practices include the needs of all children and students.

We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our school environments.

We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

We take proactive steps to identify and manage any risk of harm to students in our school environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Particular attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our school, and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in our school has a significant role in promoting child safety and well-being and promptly raising any issues or concerns about a child's safety.

We are committed to regularly reviewing our child-safe practices and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

### Roles and responsibilities

#### School leadership team

Our school leadership team, comprising the Principal, Assistant Principals, welfare Officer, and Child Safety team, is responsible for ensuring that a strong child-safe culture is created and maintained, and that policies and practices are effectively developed and implemented in accordance with Ministerial Order 1359.

Principals and assistant principals will:

- ensure effective child safety and well-being governance, policies, procedures, codes, and practices are in place and followed.
- model a child-safe culture that facilitates the active participation of students, families, and staff in promoting and improving child safety, cultural safety, and wellbeing.
- enable inclusive practices where the diverse needs of all students are considered.
- reinforce high standards of respectful behaviour between students and adults, and between students.

- promote regular open discussion on child safety issues within the school community including at leadership team meetings, staff meetings and school council meetings.
- facilitate regular professional learning for staff and volunteers (where appropriate) to build deeper understandings of child safety, cultural safety, student wellbeing and prevention of responding to abuse.
- create an environment where child safety complaints and concerns are readily raised, and no one is discouraged from reporting an allegation of child abuse to relevant authorities.

### **School staff and volunteers**

All staff and volunteers will:

- participate in child safety and wellbeing induction and training provided by the school or the Department of Education and Training, and always follow the school's child safety and wellbeing policies and procedures.
- act in accordance with our Child Safety Code of Conduct
- identify and raise concerns about child safety issues in accordance with our Child Safety Responding and Reporting Obligations Policy and Procedures, including following the [Four Critical Actions for Schools](#)
- ensure students' views are taken seriously and their voices are heard about decisions that affect their lives.
- implement inclusive practices that respond to the diverse needs of students.

### **School Council**

In performing the functions and powers given to them under the *Education and Training Reform Act 2006*, school council members will:

- champion and promote a child-safe culture with the broader school community.
- ensure that child safety is a regular agenda item at school council meetings.
- undertake annual training on child safety, NOTE: school councils can use the Child Safe Standards School Council Training slide presentation available on [PROTECT](#).
- approve updates to, and act in accordance with the Child Safety Code of Conduct to the extent that it applies to school council employees and members.
- when hiring school council employees, ensure that selection, supervision, and management practices are child safe Specific staff-child safety responsibilities.

Berwick Chase Primary School has nominated a welfare officer, a child safety committee, and a leadership team to support the principal to implement our child safety policies and practices, including staff and volunteer training.

Our leadership team and welfare officer are the first points of contact for child safety concerns or queries and for coordinating responses to child safety incidents.

- The principal and leadership team including the welfare officer is responsible for monitoring the school's compliance with the Child Safety and Wellbeing Policy. Anyone in our school community should approach the leadership team if they have any concerns about the school's compliance with the Child Safety and Wellbeing Policy.
- The leadership team is responsible for informing the school community about this policy and making it publicly available.

- Other specific roles and responsibilities are named in other child safety policies and procedures, including the Child Safety Code of Conduct, Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, and Child Safety Risk Register.

Our school has also established a Child Safety and Wellbeing Team and a Student Reference Group on child safety. The Child Safety and Wellbeing Team meet regularly to identify and respond to any ongoing matters related to child safety and wellbeing. The Student Reference Group allows students to provide input into school strategies.

Our Risk Management Committee monitors the Child Safety Risk Register.

### **Child Safety Code of Conduct**

Our Child Safety Code of Conduct sets the boundaries and expectations for appropriate behaviours between adults and students. It also clarifies behaviours that are not acceptable in our physical and online environments.

We ensure that students also know what is acceptable and what is not acceptable so that they can be clear and confident about what to expect from adults in the school.

The Child Safety Code of Conduct also includes processes to report inappropriate behaviour.

### **Managing risks to child safety and wellbeing**

At our school, we identify, assess, and manage risks to child safety and wellbeing in our physical and online school environments. These risks are managed through our child safety and wellbeing policies, procedures, and practices, and in our activity-specific risk registers, such as those we develop for off-site overnight camps, adventure activities, facilities, and services we contract through third-party providers for student use.

Our Child Safety Risk Register is used to record any identified risks related to child abuse alongside actions in place to manage those risks. Our school leadership team will monitor and evaluate the effectiveness of the actions in the Child Safety Risk Register at least annually.

### **Establishing a culturally safe environment**

At Berwick Chase Primary School, we are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected.

We consider how every student can have a positive experience in a safe environment. For Aboriginal students, we recognise the link between Aboriginal culture, identity, and safety and actively create opportunities for Aboriginal students and the Aboriginal community to have a voice and presence in our school planning, policies, and activities.

We have developed the following strategies to promote cultural safety in our school community:

- Special days to raise awareness of the right to be safe.
- Tell them from the survey.
- Implementation of weekly whole-class safety conversations
- Sentral posts
- SSGs for vulnerable students
- Introduction of a Koorie Welfare Officer
- Posters indicating who support officers are in the school.
- Students' leaders to be given information about how to empower students about their safety.
- Circle time!
- Restorative Chats
- Respectful Relationship

- Web page
- Newsletter articles on Child Safe Standards

### Student empowerment

To support child safety and wellbeing at Berwick Chase Primary School, we work to create an inclusive and supportive environment that encourages students and families to contribute to our child safety approach and understand their rights and responsibilities.

Respectful relationships between students are reinforced, and we encourage strong friendships and peer support in the school to ensure a sense of belonging. For example, we implement our whole-school approach to Respectful Relationships, our student Code of Conduct, and our school values.

We inform students of their rights through our whole school approach to Respectful Relationships. We give them the skills and confidence to recognise unsafe situations with adults or other students and to speak up and act on concerns relating to themselves or their peers. We ensure our students know who to talk to if they are worried or feeling unsafe, and we encourage them to share concerns with a trusted adult at any time. Students and families can also access information on reporting concerns at school reception.

When the school gathers information about a complaint about alleged misconduct or abuse of a child, we will listen to the complainant's account and take it seriously, check our understanding of the complaint, support the student, and keep them (and their parents and carers, as appropriate) informed about progress.

### Family engagement

Our families and the school community have a significant role in monitoring and promoting children's safety and well-being and helping them raise any concerns.

To support family engagement, at Berwick Chase Primary School, we are committed to providing families and the community with accessible information about our school's child safety policies and practices and involving them in our approach to child safety and wellbeing.

We will create opportunities for families to have input into developing and reviewing our child safety policies and practices and encourage them to raise any concerns and ideas for improvement.

We do this by:

- all our child safety policies and procedures will be available for students and parents on our webpage link or school reception]
- Newsletters will inform families and the school community about any significant updates to our child safety policies or processes, as well as strategies or initiatives that we are taking to ensure student safety.
- PROTECT Child Safety posters will be displayed across the school.

### Diversity and equity

As a child-safe organisation, we celebrate the rich diversity of our students, families and community and promote respectful environments free from discrimination. Our focus is on well-being and growth for all.

We recognise that every child has unique skills, strengths, and experiences to draw on.

We pay particular attention to individuals and groups of children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of:

- Aboriginal children and young people
- children from culturally and linguistically diverse backgrounds
- children and young people with disabilities
- children unable to live at home or impacted by family violence.
- international students
- children and young people who identify as LGQBTIA+.

Our Student Wellbeing and Engagement Policy provides more information about our measures to support diversity and equity.

### **Suitable staff and volunteers**

At Berwick Chase Primary School, we apply robust child-safe recruitment, induction, training, and supervision practices to ensure that all staff, contractors, and volunteers are suitable to work with children.

#### **Staff recruitment**

When recruiting staff, we follow the Department of Education and Training's recruitment policies and guidelines, available on the Policy and Advisory Library (PAL) at:

- [Recruitment in Schools](#)
- [Suitability for Employment Checks](#)
- [School Council Employment](#)
- [Contractor OHS Management.](#)

When engaging staff to perform child-related work, we:

- sight, verify and record the person's Working with Children clearance or equivalent background check such as a Victorian teaching registration.
- collect and record:
  - proof of the person's identity and any professional or other qualifications
  - the person's history of working with children.
  - references that address suitability for the job and working with children.
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#### **Staff induction**

All newly appointed staff will be expected to participate in our child safety and wellbeing induction program. The program will include a focus on:

- the Child Safety and Wellbeing Policy (this document)
- the Child Safety Code of Conduct
- the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures and
- any other child safety and wellbeing information that school leadership considers appropriate to the nature of the role.

#### **Ongoing supervision and management of staff**

All staff engaged in child-connected work will be supervised appropriately to ensure that their behaviour towards children is safe and appropriate.

Staff will be monitored and assessed to ensure their continuing suitability for child-connected work. This will be done by mentoring, suitability to teach checks, and following up of complaints.

Inappropriate behaviour towards children and young people will be managed swiftly and in accordance with our school and department policies and our legal obligations. Child safety and wellbeing will be paramount.

### **Suitability of volunteers**

All volunteers are required to comply with the Volunteer Policy, which describes how we assess the suitability of prospective volunteers and outlines expectations in relation to child safety and wellbeing induction and training, and supervision and management.

### **Child safety knowledge, skills, and awareness**

Ongoing training and education are essential to ensuring that staff understand their roles and responsibilities and develop their capacity to effectively address child safety and wellbeing matters.

In addition to the child safety and wellbeing induction, our staff will participate in a range of training and professional learning to equip them with the skills and knowledge necessary to maintain a child-safe environment.

Staff child safety and wellbeing training will be delivered at least annually and will include guidance on:

- our school's child safety and wellbeing policies, procedures, codes, and practices
- completing the [Protecting Children – Mandatory Reporting and Other Legal Obligations](#) online module annually
- recognising indicators of child harm including harm caused by other children and students.
- responding effectively to issues of child safety and wellbeing and supporting colleagues who disclose harm.
- how to build culturally safe environments for children and students
- information sharing and recordkeeping obligations.
- how to identify and mitigate child safety and wellbeing risks in the school environment.

Other professional learning and training on child safety and well-being, such as training for our volunteers, will be tailored to specific roles and responsibilities and any identified or emerging needs or issues.

- Induction for volunteers
- Monitoring of Sentral

### **School council training and education**

To ensure our school council is equipped with the knowledge required to make decisions in the best interests of student safety and wellbeing, and to identify and mitigate child safety and wellbeing risks in our school environment, the council is trained at least annually. Training includes guidance on:

- individual and collective obligations and responsibilities for implementing the Child Safe Standards and managing the risk of child abuse.
- child safety and wellbeing risks in our school environment
- Berwick Chase Primary School child safety and wellbeing policies, procedures, codes, and practices



### Complaints and reporting processes.

Berwick Chase Primary School fosters a culture that encourages staff, volunteers, students, parents, and the school community to raise concerns and complaints. This makes it more difficult for breaches of the code of conduct, misconduct, or abuse to occur and remain hidden.

We have clear pathways for raising complaints and concerns and responding and this is documented in our school's Complaint Policy.

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff, and volunteers, including school council employees, must follow our Child Safety Responding and Reporting Obligations Policy and Procedures. Our policy and procedures address complaints and concerns of child abuse made by or in relation to a child or student, school staff, volunteers, contractors, service providers, visitors or any other person while connected to the school.

As soon as any immediate health and safety concerns are addressed and relevant school staff have been informed, we will ensure our school follows:

- The four for complaints and concerns relating to adult behaviour towards a child.
- the [Four Critical Actions: Student Sexual Offending](#) for complaints and concerns relating to student sexual offending

Our Student Wellbeing and Engagement Policy and Bullying Prevention Policy cover complaints and concerns relating to student physical violence or other harmful behaviours.

### Communications

Berwick Chase Primary School is committed to communicating our child safety strategies to the school community through:

- ensuring that key child safety and wellbeing policies are available on our website, including the Child Safety and Wellbeing Policy (this document), Child Safety Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedure
- displaying PROTECT around the school.
- updates in our school newsletter
- ensuring child safety is a regular agenda item at school leadership meetings, staff meetings and school council meetings.

### Privacy and information sharing

Berwick Chase Primary School collects, uses, and discloses information about children and their families in accordance with Victorian privacy laws and other relevant laws. For information on how our school collects, uses, and discloses information, refer to the school's privacy.

### Records management

We acknowledge that good records management practices are a critical element of child safety and wellbeing and manage our records in accordance with the Department of Education and Training's policy: [Records Management – School Records](#)

### Review of child safety practices

At Berwick Chase Primary School, we have established processes for reviewing and improving our child-safe policies, procedures, and practices on an ongoing basis.

We will:



- review and improve our policy every 2 years or after any significant child safety incident.
- analyse any complaints, concerns, and safety incidents to improve policy and practice.
- act transparently, share pertinent learnings, and review outcomes with school staff and community.

### Related policies and procedures

This Child Safety and Wellbeing Policy is to be read in conjunction with other related school policies, procedures, and codes. These include our:

- Bullying Prevention Policy
- Aboriginal Welfare Policy
- Child Safety Responding and Reporting Obligations Policy and Procedures
- Child Safety Code of Conduct
- Complaints Policy
- Digital Learning Policy
- Inclusion and Diversity Policy
- Student Wellbeing and Engagement Policy
- Visitors Policy
- Volunteers Policy

### Related Department of Education and Training policies

- [Bullying Prevention and Response Policy](#)
- [Child and Family Violence Information Sharing Schemes](#)
- [Complaints Policy](#)
- [Contractor OHS Management Policy](#)
- [Digital Learning in Schools Policy](#)
- [Family Violence Support](#)
- [Protecting Children: Reporting Obligations Policy](#)
- [Policy and Guidelines for Recruitment in Schools](#)
- [Reportable Conduct Policy](#)
- [Student Wellbeing and Engagement Policy](#)
- [Supervision of Students Policy](#)
- [Visitors in Schools Policy](#)
- [Volunteers in Schools Policy](#)
- [Working with Children and other Suitability Checks for School Volunteers and Visitors](#)

### Other related documents

- [Identifying and Responding to All Forms of Abuse in Victorian Schools](#)
- [Four Critical Actions for Schools](#)
- [Identifying and Responding to Student Sexual Offending](#)
- [Four Critical Actions for Schools: Responding to Student Sexual Offending](#)
- [Recording your actions: Responding to suspected child abuse – A template for Victorian schools](#)

### Policy status and review

The Policy officer is responsible for reviewing and updating the Child Safety and Wellbeing Policy at least every two years. The review will include input from students, parents/carers, and the community.

### Approval

<b>Created date</b>	Aug 2023
<b>Consultation</b>	Leadership, school council,
<b>Endorsed by</b>	Principle
<b>Endorsed on</b>	May 2024
<b>Next review date</b>	May 2025