



Child Protection: Child Safety Policy

COMMITMENT TO CHILD SAFETY

All students enrolled, and any student 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.

Formed by our belief in the dignity and sanctity of each person, we commit to working actively as a community to provide a safe and nurturing environment for all students to feel safe and be safe as part of their educational experience at St Luke's Catholic Primary School.

St Luke's Catholic Primary endeavors to educate students to be empowered with the knowledge and skills to enact their right to feel safe and be safe.

RATIONALE

This policy was written to demonstrate the strong commitment of the whole school community of *St. Luke's Catholic Primary school Shepparton*, 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.

CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION

The staff and volunteers of St. Luke's Catholic Primary School, Shepparton 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.

At St. Luke's Catholic Primary School students have the following opportunities or environments to listen to and discuss child safety:

- Year 6 leadership
- Respectful Relationships
- Buddy programs



- You Can Do It program
- Blue Earth Sporting program
- Life Education
- Classroom
- Brave Hearts organisation
- Life Relationships
- Formal classes

[Empowerment & Participation of Children TIP SHEET](#)

STANDARDS:

[About the Standards](#)

VALUING DIVERSITY AND INCLUSION

We value and celebrate diversity, especially 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 AND VOLUNTEERS

St. Luke's Catholic 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 volunteers and require police checks and Working With Children Checks (WWCC) for all staff and volunteers. Our commitment to Child Safety and our screening requirements are included in all advertisements for staff and volunteer positions.

[Policy 2.2: Guidelines Relating to the Employment of Staff](#)

SUPPORTING STAFF AND VOLUNTEERS

St. Luke's Catholic Primary School provides support and supervision to all staff and volunteers so people feel valued, respected, affirmed in their work and fairly treated. We have a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.



REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

Our school records any child safety complaints, disclosures or breaches of the Code of Conduct, and store the records in accordance with security and privacy requirements. Our complaints and disclosure processes are outlined and detailed in the following policies and procedures:

[Policy 2.19: Child Protection – Reporting Obligations](#)

- *Child Safe Reporting and Responding Policy*
- *Child Safe Reporting Procedure*
- *Complaints & Disclosure Policy*
- *Complaints Procedure*
- *Disclosure of Abuse or Harm Procedure*
- *Child Safe Responding Procedure*

The Principal, David Keenan has been appointed as 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 Risk 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.

At St. Luke's Catholic Primary School 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 risk arise.

Identifying and managing risks

The Leadership Team is the 'Child Safety Team'. This team comprises of staff members from P-6, including the Deputy Principal and Principal.

Areas of Focus:

1. Regular Learning environment checks (teachers, learning support, office admin, cleaner, maintenance)
2. Environment checks- staff
3. Liaise with Bus duty teachers, Emmaus & Year 9 Notre Dame. Identify possible risks.
4. Visitor register (parents, carers, contractors...) Working with Children Checks when applicable, which may include 18 year old students.
5. Student drop off and pick up practices



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6. Complete Risk Management proforma for any excursions (leaving the school grounds).
 7. School functions and events during and outside school hours.
 8. Review related policies every three years.

REVIEW

This policy is reviewed every year and we undertake to seek feedback from students, parents, carers, staff and volunteers.

Next Review date: 1/8/2021