

CHILD SAFE POLICY

STANDARDS TWO CRESWICK PRIMARY SCHOOL

Purpose

Child Safe Standard 2 (Standard 2) requires schools to develop and publicly communicate a Statement of Commitment to child safety or a school child safe policy.

This policy is relevant to all staff, volunteers, contractors and any other members of the school community involved in child related work.

Our Commitment:

Creswick Primary School is committed to child safety and Child Safe Practices

Implementation:

- In its planning, decision-making and operations *Creswick 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. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities;
 9. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and
 10. Value the input of and communicate regularly with families and carers.”
- This policy and the Child Safe Standards will direct our staff and volunteers on how to behave with children in our organisation.
- All of our staff and volunteers must agree to abide by our code of conduct which specifies the standards of conduct required when working with children.
- Training and education of all those involved ensure that everyone in our organisation understands that child safety is everyone’s responsibility.
- We support our existing and new staff and volunteers through ongoing supervision to: develop their skills to protect children from abuse; and promote the cultural safety of Aboriginal children, the cultural safety of children from linguistically and/or diverse backgrounds, and the safety of children with a disability.
- We take all reasonable steps to employ skilled people to work with children.
- The decisions we make when recruiting, assessing incidents, and undertaking disciplinary action will always be thorough, transparent, and based on evidence.
- All allegations of abuse and safety are recorded and records are securely stored.
- All personal information considered or recorded will respect the privacy of the individuals involved, whether they be staff, volunteers, parents or children, unless there is a risk to someone’s safety.

- Creswick Primary School takes the legal responsibilities seriously, including: Failure to Disclose and Failure to Protect
 - Any personnel who are **mandatory reporters** must comply with their duties.¹
- We have risk management strategies in place to identify, assess, and take steps to minimise child abuse risks, which include risks posed by physical environments (for example, any doors that can lock), and online environments (for example, no staff or volunteer is to have contact with a child in organisations on social media).
- Creswick Primary School takes all allegations seriously and has practices in place to investigate thoroughly and quickly
- If an adult has a **reasonable belief** that an incident has occurred then they must report the incident. Factors contributing to reasonable belief may be:
 - a child states they or someone they know has been abused (noting that sometimes the child may in fact be referring to themselves)
 - behaviour consistent with that of an abuse victim is observed²
 - someone else has raised a suspicion of abuse but is unwilling to report it
 - observing suspicious behaviour.
- **If you believe a child is at immediate risk of abuse phone 000.**

Policy Evaluation and Review

This policy will be reviewed every four years and/or following significant incidents if they occur. We will ensure that families and children have the opportunity to contribute. Where possible we do our best to work with local Aboriginal communities, culturally and/or linguistically diverse communities and people with a disability.

Ratified September 2016

¹ Mandatory reporters (doctors, nurses, midwives, teachers (including early childhood teachers), principals and police) must report to child protection if they believe on reasonable grounds that a child is in need of protection from physical injury or sexual abuse.

See the Department of Health and Human Services website for information about [how to make a report to child protection](http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/reports-publications/guide-to-making-a-report-to-child-protection-or-child-first)
<www.dhs.vic.gov.au/about-the-department/documents-and-resources/reports-publications/guide-to-making-a-report-to-child-protection-or-child-first>.

² For example behaviour, please see [An Overview of the Victorian child safe standards:](http://www.dhs.vic.gov.au/__data/assets/word_doc/0005/955598/Child-safe-standards_overview.doc)
<www.dhs.vic.gov.au/__data/assets/word_doc/0005/955598/Child-safe-standards_overview.doc>