CHILD SAFE STANDARDS

Child Safe Standards - Standard one

Strategies to embed a culture of child safety at the school

The Seaford North Primary School Council and staff share overall responsibility for ensuring a culture of child safety is embedded at the school.

The following strategies are considered to be essential in developing and embedding a child safe culture in our school:

  The diverse needs of children in the school are to be recognised. It is important that our school is inclusive and culturally safe places for children and parents. Younger children, children with a disability, indigenous children and those other children from culturally diverse backgrounds may require greater levels of support and consideration.
  Include child safety as a standing item on the School Improvement Team and Staff Meeting agendas.
  Key people in the school are allocated to undertake child safety roles and responsibilities. See School Welfare/Child Safety Leader Role and Responsibilities below.
  Communicate the school's stand on Child Safety that informs all people in the school community of the school's Child Safe Policy based on Ministerial Order 870. Communicate broadly and with a mix of tools: website, Facebook, handbooks, induction documents, staff meetings, parent meetings etc.

Leadership in a child safe environment
Working with children can be very rewarding and it brings additional responsibilities. Seaford North Primary School will protect children from abuse and build an environment where children feel respected, valued and encouraged to reach their full potential.
A Child Welfare/Safe leader has the responsibility of working with School Council and staff to build and maintain a culture of transparency, inclusiveness and awareness. Children and adults will know what to do if they observe or are subjected to abuse or inappropriate behaviour. Key responsibilities of the Child Safe leader include:

  Acting as a source of support, advice and expertise to School Council, staff, students and parents
  Liaising with the principal and other school leaders to ensure a collaborative, transparent and unified approach to child safety
  Leading the development of the school's child safe culture including being a child safe champion and providing coordination in communicating, implementing, monitoring, enhancing and reporting on strategies to embed a culture of child safety.

Governance in a child safe environment
Overall, School Council has the responsibility of ensuring the safety and wellbeing of children in our school. The school's policies, events, activities and management practices will take into account the Child Safe standards.

Raising awareness across the school including staff, students and teachers and others who come into contact with children in the school

Ensure the school's policies are known and used appropriately.

Ensure the school actions are reviewed as to the effectiveness of the strategies put into place and to revise accordingly.

Ensure the school's child safety policy is reviewed in the context of school self-evaluation undertaken as part of the school accountability framework. This being incorporated into the Annual Implementation Plan, Strategic Pan and the 4 yearly Review process.

Conduct regular briefing sessions for school staff members to ensure a high degree of awareness of The Standards and the school's Child Safe policy.

Ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this. The policy will be **published online (school's website), be paper-based, provided verbally at information** nights for parents, transition forums for new parents in the school and through school council's communication channels.

Encourage, amongst staff, a culture of listening to children and taking account of their wishes and feelings in any measures to protect them.

Work with teachers to include, where appropriate, the inclusion of teaching points into curriculum programs ie cyber safety programs, Resilience Program, health and well-being related programs to build a culture of pro-activity and healthy relationships.

Identifying and analysing risk of abuse
Seaford North Primary School will adopt an approach to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy that sets out how our school identifies, assesses and takes steps to reduce or remove child abuse risks.
In its commitment to Child Safety Standards, Seaford North Primary School has:
Developed a Child Safe policy.

This child safe policy outlines our commitment to promoting children's wellbeing and protecting children from abuse.
Developed a Code of Conduct

Seaford North Primary School has a code of conduct which specifies the standards of conduct and care required when working and interacting with children. Teachers are regulated by the Victorian Institute of Teaching (VIT) under the Victorian Teaching Profession Code of Conduct.
The Victorian Institute of Teaching (VIT) developed the Code of Conduct as required by Part 2.6 of the *Education and Training Reform Act 2006*. The Code of Conduct is a set of principles or standards for the behaviour and conduct of all Victorian teachers in the Victorian Government Teaching Service and the non-Government sector.
While teachers can be friendly with students, parents and communities their relationship must always remain professional and should never be on a personal footing. It is important for teachers to consider the consequences of their actions. The world of social media can seriously damage reputations and propel bullying to new levels. Even with security settings in place, issues may still arise.

Seaford North Primary Schoo ltakes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. Alongside the Department of Education and Training (DET) recruitment processes, it will ensure it includes:

➢ Selection criteria in job descriptions
➢ Police record and identity checks
➢ Working with Children Checks, where required
➢ Face-to-face interviews
➢ Detailed reference checks from previous employers, including from the applicant's most recent line manager

   Supported, trained, supervised and enhanced performance
Seaford North Primary School ensures that volunteers and employees who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse. In particular, the Principal and leadership team understand their responsibilities.

Links & Appendices (including processes related to this policy)
Links which are connected with this policy are:
Child Safety Policy
Staff Code of Conduct
Victorian Teaching Profession Code of Conduct, 2016
Mandatory Reporting Policy
Department of Education and Training Child Protection – Reporting Obligations Policy
VRQA Child Safe Code of Conduct – Acceptable and Unacceptable Behaviour
Privacy Policy
Gifts, Benefits and Hospitality Policy
Recruitment in Schools Guide
Staff Handbook, 2018
Department of Education and Training, PROTECT Website
Working with Children Check Policy
Protecting Children E-Learning Module
Four Critical Actions for Schools – Responding to Incidents, Disclosures and Suspicions of Child Abuse
Child Safe Risk Assessment
Child Safe Audit Tool
Student Engagement and Wellbeing Policy
Further information

Further information on child safe standards can be found on the Department of Health and Human Services website: <www.dhs.vic.gov.au/about-the-department/plans,-programs-and-projects/projects-and-initiatives/children,-youth-and-family-services/creating-child-safe-organisations.
Additional resources for organisations in the child safe standards toolkit can be found on the Department of Health and Human Services website: <www.dhs.vic.gov.au/about-the-department/documents-andresources/policies,-guidelines-and-legislation/child-safe-standards>. In particular, **An Overview to the Victorian child safe standards***, has information to help organisations understand the requirements of each of the child safe standards, including examples of measures organisations can put in place, a self-audit tool and a glossary of key terms: <www.dhs.vic.gov.au/__data/assets/word_doc/0005/955598/Child-safe-standards_overview.doc>*
Registered schools *can contact the Department of Education and Training:*
child.safe.schools@edumail.vic.gov.au