



# Child Safety

## POLICY AND PROCEDURES

### **RATIONALE:**

Hallam Primary School is, and always has been, committed to child safety within and beyond the school environs. This requires that Hallam Primary School develop, implement, monitor and evaluate risk management strategies to ensure child safety in all school environments.

### **AIMS:**

- Identify the school's child safety risks
- Identify any risk mitigation measures and internal controls
- Assess and rate the school's child safety risks given the existing controls in place, taking into account the likelihood of risk, and the likely consequence of the risk
- If the risk is more than the "acceptable level", identify further risk management strategies through additional controls or prevention, detection or mitigation strategies and then reassess the risk
- To ensure Hallam Primary School processes and practices respond to the recommendations of the Betrayal of Trust inquiry by enacting Ministerial Order No. 870, address Child Safe Standards and meet the requirements for VRQA registration

### **IMPLEMENTATION:**

Hallam Primary School has a zero tolerance of child abuse. Child abuse includes physical violence, sexual offences, serious emotional or psychological abuse and serious neglect.

All people over eighteen, engaged in or recruited for child-related work, including volunteers, are required to hold a current Working with Children Check and/or VIT teacher registration and to provide a copy as evidence for Hallam Primary School's records. This is consistent with the Department of Education and Training Employment process and Hallam Primary School's Working with Children Check Policy.

Hallam Primary School personnel are expected to rigorously implement the following school policies:

- Child Safety-Staff Policy
- Hallam Primary School-Code of Conduct
- Mandatory Reporting Policy
- Excursions & Activities Policy
- Anti-Bullying Policy
- Discipline Policy

and to ensure new teachers are effectively inducted.

The Child Safety-Staff policy and Mandatory Reporting policy articulate legislative requirements for staff, and advice on when and how to make reports. The Child Safety-Staff Policy will be included in the Staff Handbook provided to all staff. The induction process for volunteers will include guidance on how to respond if they have concerns about a child's safety. Any allegations of abuse and/or safety concerns, and any subsequent school investigations, will be documented and securely stored.

Hallam Primary School requires that teaching staff ensure the appropriate supervision of all classes, excursions, camps and school environs. This is consistent with the Hallam Primary School Excursions & Activities policy, which articulates expectations and risk management strategies, and aligns with DET policies and procedures.

Hallam Primary School is committed to cultural safety for Aboriginal children, cultural safety for children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability by making appropriate accommodations

Key staff will be identified within the school that have knowledge of child safety issues and will act as the key contact point for others who have questions or concerns or want to report an allegation of child abuse. The key staff include the Principal, Assistant Principal-Wellbeing and members of the Leadership Team. Fulfilling the roles and responsibilities contained in the procedure does not displace or discharge any other obligations that arise if a person reasonably believes that a child is at risk of child abuse.

**LINKS:**

- Education and Training Reform Act 2006
- Child Safe Standards – Managing The Risk Of Child Abuse In Schools
- Ministerial Order No. 870

Safe School Coalition

- Alannah and Madeline Foundation
- E Smart Schools

**EVALUATION:**

This policy will be reviewed bi-annually or more often if necessary due to changes in regulations or circumstances

<b>Approved By</b>	<b>School Council</b>
<b>Approval Date</b>	<b>18 August 2016</b>
<b>Date Reviewed</b>	<b>June 2016</b>
<b>Responsible for Review</b>	<b>Principal</b>
<b>Next Review Date</b>	<b>January 2017</b>
<b>References</b>	<p><b>Related Hallam Primary School Policies:</b></p> <ul style="list-style-type: none"> <li>• Child Safety-Staff Policy</li> <li>• Hallam Primary School-Code of Conduct</li> <li>• Mandatory Reporting Policy</li> <li>• Excursions &amp; Activities Policy</li> <li>• Anti-Bullying Policy</li> <li>• Discipline Policy</li> </ul> <p><b>Related legislation:</b>  <i>Children, Youth and Families Act 2005</i>                      <i>Crimes Act 1958</i>  <i>Education and Training Reform Act 2006</i>                      <i>Victorian Institute of Teaching Act 2001</i></p> <p><b>Other resources:</b>            Daniel Morcombe Child Safety Curriculum:            Government schools, see: FUSE (Edumail password is required before searching <a href="#">Daniel Morcombe Child Safety Curriculum</a>)</p> <p>Department of Health and Human Services:  <a href="#">Child Protection</a>                      <a href="#">Child FIRST</a>  <a href="#">Victoria Police Sexual Offences and Child Abuse Investigation Teams (SOCIT)</a></p> <p>Department of Justice and Regulation:  <a href="#">Failure to disclose offence</a>  <a href="#">Failure to protect offence</a>  <a href="#">Grooming offence</a></p>