

CHILD SAFETY POLICY



Introduction

The protection of children and young persons is the responsibility of everyone who works at Antonio Park Primary School, including its staff, contractors, parents and volunteers. We all share responsibility for promoting the wellbeing and safety of children.

Antonio Park Primary School has zero tolerance for child abuse and is committed to acting in the best interests of children and to keeping them safe at all times.

Commitment

Antonio Park Primary School is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

Antonio Park Primary School has zero tolerance for child abuse.

Antonio Park Primary School is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal and Torres Strait Islander children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in Antonio Park Primary School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

Antonio Park Primary School is committed to promoting the best interests and child safety in its school environment, this is achieved by acknowledging;

All students have a right to:	All students have a responsibility to:
<ul style="list-style-type: none">- Take part in learning programs that meet their individual needs- Feel secure and to be safe in a caring and supportive environment- Work and play without interference in an atmosphere of harmony and cooperation- receive respect, kindness and courtesy and to be treated with fairness- Have learning continue without disruption in a supportive environment- Be valued for their individuality; race, gender, cultural, physical or intellectual diversity- Expect the school rules are fair, consistently implemented and respect the rights of all involved	<ul style="list-style-type: none">- Care and value themselves, others, teachers and the school community- Be safety conscious in relation to themselves and others- Treat others with respect and good manners- Keep the guidelines of good behaviour, modelling and supportive school rules- Develop a sense of accountability for their own actions- Work to achieve their personal best whilst allowing others to do the same- Allow for others to learn and to respect the rights of others

- implementing and continuously improving procedures and systems that promote and influence an organisational culture of child safety and that provides a safe environment for our students
- taking all allegations and concerns very seriously and responding to them consistently in line with our policies and procedures

It is the role of the Principal to monitor APPS's adherence to this policy. This will be done by:

- ensuring that child safety is a regular agenda item at leadership and staff meetings
- consideration by the Principal and responsible staff members of areas for continual improvement.

Roles and responsibilities

The Principal and Leadership team are responsible for developing strategies that embed an organisational culture of child safety at APPS. These strategies will give the highest priority to the promotion and protection of a child's safety, health, development, education and wellbeing.

Everyone involved in APPS has a role to play and is responsible for protecting children, preventing harm to them and upholding the duty of care that APPS owes to all of its students.

Values and Principles

The following values and principles will guide APPS in implementing consistent policies and influence an organisational culture of child safety:

- Child safety policies and procedures will support ongoing assessment and identification and minimisation of the risk of child abuse in the School environment
- Our culture will foster openness so that all persons, and particularly children, may feel safe to disclose concerns or risks of harm to children
- Appropriate conduct and behaviour towards children will be expected at all times
- Policies will support the processes that assist the School to engage the most appropriate personnel to work with children
- Regular staff training will occur to ensure there is a full awareness and understanding of indicators of abuse and policies and processes
- Suspected or actual abuse of children will be reported promptly to the appropriate authorities
- Support and assistance will be provided to children who have suffered abuse and to their families

Recruitment

APPS will implement recruitment processes that will assist in the effective selection of suitable personnel, including staff, volunteers and contractors.

These processes will ensure:

- new and existing staff, volunteers and contractors understand the importance of child safety and are aware of APPS's policies and procedures
- each job or category of job for School staff that involves child-connected work has a clear statement, which includes the job's requirements, duties and responsibilities

regarding child safety and the essential or relevant qualifications, experience and attributes in relation to child safety

- compliance with School policy for recruitment and selection of staff for obtaining, verifying and recording information about a person whom it proposes to engage to perform child-connected work, including processes for screening and background checks
- induction of new staff, volunteers and contractors into the School's policies, codes, practices and procedures governing child safety and child-connected work
- a staff member's continuing suitability for child-connected work is monitored and assessed.

Procedures for responding to and reporting suspected child abuse

APPS will implement and continually improve its procedures for responding to and reporting suspected abuse of a student. APPS will also implement practices and programmes that will support, encourage and enable School staff, parents and children to understand, identify, discuss and report child safety matters.

Our procedures will be based on the following:

- compliance with mandatory reporting laws and obligations imposed by the Children Youth and Family Act (CYFA) 2005 to report a belief that child abuse may have occurred
- ensuring any situation is handled appropriately
- concerns of child abuse are reported to Child Protection and relevant authorities
- APPS provides support to the person/s making allegations of child abuse
- all parties involved in an allegation of child abuse are treated fairly and consistently
- clarity as to who should notify any concerns and who to notify within APPS
- what processes should be followed during and after an investigation
- ensuring that reviewing and improving our processes is continuous
- they will be easily accessible for all persons within APPS and they will be simple and easy to understand for children.

APPS will support or assist children who disclose child abuse or suspected child abuse, or are otherwise linked to suspected child abuse, by:

- ensuring they have access to School support personnel, such as counsellors and School psychologists
- ensuring their situation is treated confidentially as possible and with sensitivity
- ensuring they have all the necessary staff support around them and are given due consideration for and necessary adjustments in the curriculum and co-curriculum programmes
- providing such other support or assistance as maybe reasonable

Privacy

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. We have safeguards and practices in place to ensure any personal

information is protected. Everyone is entitled to know how this information is recorded, what will be done with it, and who will have access to it.

Reducing or removing risks of child abuse

APPS will implement appropriate policies and practices for the early identification and response to risks of abuse in its physical and online environment. Such policies and practices will:

- promote understanding by all APPS personnel of its expectations in relation to behaviour and conduct when interacting with children and the consequences of failing to abide by those expectations
- seek to achieve ongoing risk assessment to identify and mitigate risk in the School's physical and online environment, taking into account the age and needs of the students, the nature of the activities undertaken at APPS and the particular risks they might present
- provide for ongoing training, education and support for all APPS personnel in relation to understanding child abuse, identifying risks and areas for improvement, the School's policies and practices for reporting concerns of child abuse and how to respond
- require appropriate human resource policies for appraisal and assessment of personnel in relation to compliance with their child safe obligations.

APPS will implement practices that increase the awareness within the School of the need for our internal systems to protect children.

Promoting child empowerment and participation

The Principal, Health and Wellbeing Team and level Coordinators are responsible for developing strategies to deliver appropriate education about:

- standards of behaviour for students attending APPS
- healthy and respectful relationships (including sexuality)
- resilience
- child abuse awareness and prevention

APPS will ensure that the prevention approaches it adopts for its students will be focused on initiatives that build their awareness and encourage them to disclose behaviour that makes them feel unsafe.

Communication

The School community will be informed about this policy. It will be publicly available. It will be available on the School's website and communicated in the School's newsletters, personnel induction programmes and during recruitment and enrolment processes for staff, contractors and volunteers.

All School Council members, staff, volunteers and contractors of APPS will be made aware of this policy and APPS's commitment to child safety.

Definitions

Definitions

Ministerial Order 870 provides definitions, including:

Child - An individual who is under the age of 18 years or who is enrolled as a student at APPS.

Child abuse includes—

- any act committed against a child involving:
 - a sexual offence or
 - an offence under section 49B(2) of the Crimes Act 1958 (grooming)
- the infliction, on a child, of:
 - physical violence or
 - serious emotional or psychological harm
 - serious neglect of a child.

Child-connected work means work authorised by the school governing authority and performed by an adult in a school environment while children are present or reasonably expected to be present.

Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

School environment means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- a campus of the school
- online school environments (including email and intranet systems)
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events).

School staff being: an individual working in a school environment who is:

- directly engaged or employed by a school governing authority; a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary); or
- a minister of religion.

Related Documents

- Child Protection Reporting Policy
- Student Engagement & Wellbeing Policy
- Student Welfare
- Social Justice & Equal Opportunity
- Child safety Code of Conduct

This policy will be reviewed annually or more often as circumstances require.

Date of approval by the School Council: **November 2016**